BIRD'S NEPONSET REVIEW

VOLUME 21 - 1933

AXEL H. ANDERSON
Secretary - Treasurer

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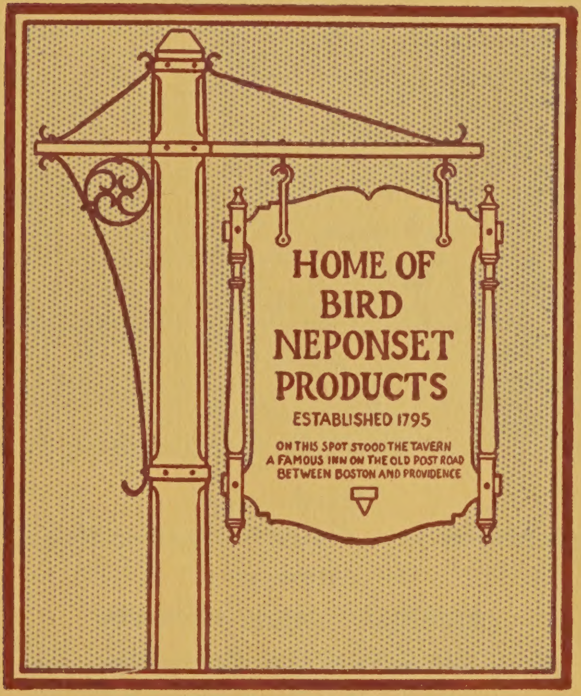
BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXI NO. 2 FEBRUARY 1933

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plant
Norwood, Mass.
Chicago, Ill.

Officers

President, Philip R. Allen
Vice-President, George R. Wyman
Vice-President, Elmer H. Bartlett
Sec. and Treas., Axel H. Anderson

Directors

Philip R. Allen
Axel H. Anderson
Elmer H. Bartlett
Charles S. Bird, Jr.
George D. Dutton
George C. Lee
John R. Macomber
Howland Twombly
George R. Wyman

SALES

Paper Sales Division
Manager, F. H. Hird
Asst. Manager, W. E. Hicks

Roofing Sales Division
Gen. Manager, P. H. Bailey
Eastern Mgr., W. E. Hale
Southern Mgr., A. D. Kilham
Western Mgr., W. W. Wilson

Box Sales Division
Manager, C. H. Andrews

Carton Sales Division
Manager, A. M. Claffee

EXECUTIVE

Asst. to Pres., R. C. Floyd
Treasurer and Comptroller, A. H. Anderson
Asst. Treas. and Credits, D. E. Merrill
Asst. Treas., H. E. Davenport
Auditor, W. C. Ahlgren
Purchasing and Traffic, A. H. Russell
Assistant, M. J. Hawkins
Personnel Manager, B. D. Rogers

Research
Director of Research, G. R. Wyman
Assistant, E. M. Lines
Chief Paper Div., E. L. Connolly
Chief Flooring Div., J. E. Graham

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. Wyman
Staff Engineer, B. H. Roberts
Manufacturing Staff, P. N. Hills
Gen. Supt., E. Walpole, C. W. Conrad
Supt. Paper Div., R. A. Wilkins
Supt. No. 1 Box Factory, R. L. Tupper
Supt. No. 2 Box Factory, W. S. Jackson
Supt. Felt Div., T. G. Henderson
Supt. Flooring Div., R. M. Wight
Supt. Norwood Rfg. Div., E. L. Chamberlain
Supt. Chicago Rfg. Div., J. G. Young

Branch Offices

New York, Chicago

Warehouses

East Walpole, Mass., Norwood, Mass., Chicago, Ill., Brockton, Mass., South Kearny, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. Allen
Vice-President and Sales Manager, H. E. Sawyer, Jr.
Secretary and Treasurer, A. H. Anderson
Eastern Manager, W. B. Rogers, Jr.
Western Manager, R. W. Westcott

Branch Offices

New York, Chicago

Warehouses

Albany, Baltimore, Brooklyn, Chicago, Cincinnati, Cleveland, Detroit, East Walpole, Hartford, Houston, Indianapolis, Milwaukee, Newark, New Orleans, Peoria, Philadelphia, Pittsburgh, Richmond, San Francisco, St. Louis, St. Paul, Syracuse, Washington

BIRD'S NEPONSET REVIEW

Vol. XXI *February 1933* No. 2

President Allen Makes Awards For Best Suggestions For 1932

WILLIAM F. MURPHY, Roofing Shipping, is the winner of the Grand Prize for the Best Suggestion for 1932, as announced at a meeting of the Prize Winners held in President Allen's office on Monday morning, January 23rd.

Grand Prize Winners of the 1932 Suggestion Awards, taken with the members of the Executive Committee just after the awards were made. Front Row: E. H. Bartlett, Executive Committee, Henry Smith, Roofing Plant; P. R. Allen, President; William F. Murphy (First Prize Winner), Roofing Plant; John Lobisser, Truckman, G. R. Wyman, Executive Committee. Second Row: P. H. Mudgett, Stock Handling Department; Laurence Hubbard, No. 2 Box Shop, Harry Clark, No. 2 Box Shop, Edward Geraghty, Engineering Department. Back Row: A. H. Anderson, Executive Committee, and B. D. Rogers, Chairman Suggestion Committee

The prize winning suggestion offered a new method of "Marking Pool and Stop-Over Cars," shipped from the Roofing Plant, and results in a very considerable saving annually. "Bill" received a check for $100 for this, and an additional Special Award of $75.00.

A check for $50.00 for the Second Best Suggestion of the Year was awarded to Henry Smith, Roofing Maintenance Department, for his suggestion, "Bearing for Guyton and Cumfer Coating Pumps," and an additional special award of $50.00 was made on this same suggestion. Mr. Smith also received a second Special Award of $25.00 for his suggestion, "Split Packing Gland Bearings."

The Third Prize Award of $25.00 went to John Lobisser, Truckman, for his suggestion, "Build Additional Door in Wall of Stock Shed," and he too, received an additional Special Award amounting to $25.00.

Edward Geraghty, Patternmaker, and Perley Mudgett, Stock Handling Foreman, were each given Special Awards of $25.00 for good suggestions. Mr. Geraghty's suggestion dealt with Corrugated Folders for Shingle Boards, and Mr. Mudgett's a Change on the Nash Felt Guide Roll. Mudgett's suggestion was entered early last year before he became a foreman, and he is therefore fully entitled to the Special Award, although his present job puts him out of the regular class of suggestors.

Two other awards were made at the Monday morning meeting—$15.00 to Laurence Hubbard, Shoe Cartons Department, for a suggestion Reduce Diameter of Circular Cutters, and $10.00 to Harry Clark, Shoe Cartons Department, for his suggestion, Longer Sleeves in Glue Pots.

This made three Grand Prizes and eight Special Awards—a total of $425.00 to seven men. This is the best showing and altogether the best group of suggestions that have received Grand Prize Awards for several years.

* * *

December and January Montnly Suggestion Awards

THE following suggestions were accepted at the regular meeting of the Suggestion Committee on December 7th:

Classified as showing a savings in manufacturing cost and given an award of $10.00:

Longer Sleeves in Glue Pots	Harry Clark, FXR

Classified as of intangible value and given an award of $5.00 each:

Bell in Stock Shed and Sorting Rooms	H. L. Badger, DMH
Move Conveyors at FXGM35	John P. Barrett, FXG
Change Friction on No. 5 Reel	John Broadley, EMM
Change Special Hex to Center of Die	John Caulfield, FBM
Improve Connection for Coating Scrapers	Frank Flemming, FBPM1
Extension to Loading Tables for Staplers	Sam. Franzes, FXF
Change or Addition to Labels for Emulsions	E. L. Lincoln, FBC
Change in Frames on FXRM6-7 and 8	Anthony Montisano, FXR
Derrick Supports	Serafim Moreiro, DPJ
Platform over Calender Rolls	Michael Morrissey, FBP
Elimination of Shoe at Die Section	Ralph Simmons, FBPM1
Change Location of Sample Valves	James Sword, FBQ
Mail Rack for Sorting Outgoing Mail	Stephen C. Traudt, VM
Naphtha Tray for Color Grinders	Stephen D. Wilson, FFC

At the January meeting of the Suggestion Committee, on January 4th, the following 1932 suggestions were accepted:

Classified as showing a savings in manufacturing cost and given an award of $10.00:

Reduce Allowance on Corrugated Cases	James H. Ginley, FXG
Babbitt Rings on Old Slitter Hubs	Herman Lauble, FXC

Classified as of intangible value and given an award of $5.00 each:

Method of Handling Strings from Shartle Breakers	H. L. Badger, DMH
Skid to Weigh Trucks with dual wheels	H. L. Badger, DMH
Move FXGM34	John P. Barrett, FXG
Spreader for Circular Saw	Harry Bellew, FBM
Make Slitter Roll Collars Four Inches Long	Charles Chorlton, Jr., FBM
New Motor on FXCM1	Arthur Eppich, EME
Better Way of Charging First Class Mail	Bruce B. Farrar, VM

$1000 CONTEST

ONE Thousand Dollars to each individual who can suggest a New Product for manufacture by Bird & Son, inc.—that is the challenge announced by President Allen at the last meeting of the Supervisory Group held in the East Walpole Brigade Room on January 6th.

The contest is to run until March 30th, and is open without reservation to everyone in the organization. One Hundred Dollars will be paid upon the acceptance of the idea, and the additional nine hundred dollars after the product has been put upon the market and earned the amount in actual sales.

There are three reservations which will be considered in accepting suggestions for New Products: The suggested product must be:

1. Marketable with a reasonable profit.
2. Capable of being manufactured with no more than minor changes in our present machinery and equipment.
3. Either an entirely New Product, or a New Style of Product already being made by us.

Already there have been a large number of suggestions entered, and everyone of these is being given careful consideration by the management. No awards or announcements will be made until after the next meeting of the Suggestion Committee, early in February.

It will take a mighty good suggestion to meet all the requirements of the contest, but we all hope that among all these ideas there will be one, or two, or even three workable ones which will bring $1000 to each of the lucky suggestors and which will also bring more business and more work for us all.

(From First Column)

Fix Platform Near Slate Chutes to Prevent Waste	Thomas C. Griffin, FBV
Change Location of Signal Bell at FXCM1	Herman W. Lauble, FXC
Sheet Iron Guide for Slitter at DFGM2	Louis Maida, DFF
Gripper Anvil Blocks on Automatic Tying Machines	Henry Smith, FBM
Bolt on Spring on Press Bar-Tying Machine	John Stupek, FBF
Separate Switch for Lights at No. 6 Machine Passageway	Dominic Triventi, FBPM
Pipe to Drain in No. 1 Sorting Room Basement	M. Uzdavins, DMC
Back for Iron Chucks and Collars	John P. Walsh, FXC
Setscrew Attachments for Knives on FXGM31 and 33	Edward Heaver, FXG

The following were given a special award of $10 for having had five suggestions accepted:

James H. Ginley, FXG; Arthur Eppich, EME; Louis Maida, DFF; Edward Heaver, FXG.

BIRD CLUB DANCE

FRIDAY, January 6th, was the date of the last Bird Club party—a well-attended dance at the Norwood Junior High School, in charge of a committee from the Roofing Mill composed of Edward Hiller, chairman, James Weir and Stanley Phillips.

Music was furnished by the Norton MerMaids, a five-piece girl's orchestra assisted by another young girl who sang and danced. This offered something of a novelty and change from the usual dance orchestra, and their specialty acts gave variety to the program.

At 9:30 Maurice Tarr and Charlie Bean staged one of their famous comedy acts. Maurice, as the magician who was constantly being interrupted and annoyed in trying to put on his act, and Charlie the interrupter—a darkey with voluminous trousers—went over "big," and averaged as many laughs per minute as "the Baron" himself.

Later in the evening a balloon shower was held, and near the close of the dance multicolored streamers were thrown over the dancers. All in all, it was an enjoyable evening for the large number who attended.

February Entertainment

The next entertainment of the Club is scheduled for Friday, February 10th at the Bird School Hall, East Walpole, where three one-act plays will be presented by the Walpole Footlighters, followed by dancing with music by Parky Rogers' Orchestra. The plays, as recently announced, are: "Love and Lather," a comedy; "La Carota," a serious dramatic episode; and "Little Nell," an old melodrama. Footlighters' productions have long been noted for their high quality, and we look forward to an evening of fine entertainment.

* * *

DON'T FORGET

NOW is the time to file your Income Tax returns. All State returns must be in before March 1st, 1933, and all Federal returns before March 15th, 1933.

State Returns must be filed by *everyone* earning $2000 or over, and if you received a state blank through the mail this year, you must return it, even if your total earnings were less than $2000.

Federal Returns must be filed by all single persons earning $1000 or over, and all married persons earning $2500 or over. Notice that these exemptions, both for married and single persons, are lower than last year.

Help will be given you in making these out in the Personnel Department, if you wish. Don't wait until the last minute.

File your return Today!

YOUR HEALTH SCHEDULE

by

Leverett D. Bristol, M.D., Dr. P.H.,
Health Director, American Telephone and Telegraph Company

THE modern youth, when he goes to school after his summer vacation, is required to make out his schedule of studies for the Fall and Winter months. Very largely, with the assistance of parents and teachers, he decides what to take and what not to take in the way of subjects.

Each one of us might well take this lesson to heart. Why not, as you start the New Year, *decide now* what you *will take* and what you *will not take* as regards health and sickness! Personal health agenda, programs and schedules are just as important as plans prepared in advance for school work or for conferences and meetings or any other kind of group activity.

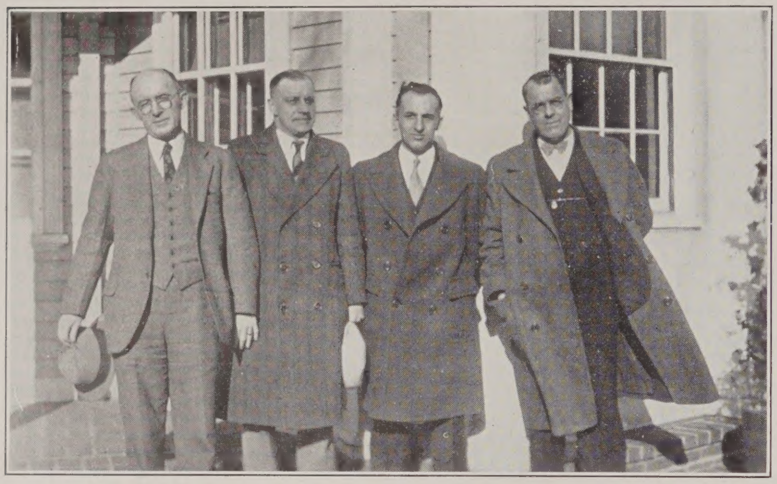
Our four fifty-year men. Their total length of service is 209 years! Left to right: John M. (Professor) Smith, No. 2 Box Shop Shipping Department, 53 years; John H. Maguire, Paper Machines, 50 years; John H. Smith, Yard Foreman, 54 years; and Thomas P. Maguire, retired, 52 years

Following is a list of subjects in life's common school of experience, department of health and sickness, which should be considered carefully by every individual in making up his or her health schedule.

Subjects Recommended	*Subjects not Recommended*
Outdoor exercise	Common cold
Good ventilation	Headache
Adequate clothing	Sore throat
Sufficient sleep	Frost-bite
Nourishing food	Chilblain
Body cleanliness	Influenza
Enough drinking water	Bronchitis
Regular Elimination	Pneumonia
Suitable work	Indigestion
Proper posture	Constipation
Interesting hobby	Epidemic diseases
Mental poise	Accidents
Safety practice	Nervous disorders
Periodic examination	Worry
Your doctor	Self-treatment

BENEFIT ASSOCIATION

HERBERT C. JEPSON, Foreman of the Norwood Electrical Departments, was elected President of the Employees' Mutual Benefit Association at its annual meeting on January 10th. The other officers are: Vice-President, Eugene L. Connolly, Secretary, Albert W. Smith, and Treasurer, John J. Linnehan.



The newly-elected officers of he Employees' Mutual Benefit Association: E. L. Connolly, Vice-President; H. C. Jepson, President; A. W. Smith, Secretary, and J. J. Linnehan, Treasurer.

The Investigating Committee remains the same with Edward Geraghty, Chairman; John Maitland, Lyman Small, Frank Whitehead and Betheo Chandler.

Twenty-six members attended the annual meeting to vote in the new officers and hear the reports from the various committees of the organization. The Secretary's report showed a total of 5082 days benefit paid to 174 members. Eight members received full benefit and nine members died during the year.

Total membership of the Association decreased from 1621 to 1588.

A vote of thanks was given Bird & Son, inc. for their financial assistance during the past year. It was also voted to contribute $100.00 to the Norwood Hospital, giving the Association a corporate membership for 1933.

At Christmas, according to the Secretary's report, eighteen baskets of groceries were sent to needy members, and it is the intention of the Investigating and Executive Committees to follow up all cases of members in distress and give them whatever assistance they can during the year to come.

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David H. Miller Dies in New York

DAVID H. MILLER, well-known to many older Bird & Son employees, died suddenly in his sleep Tuesday night, January 17th, at his residence in New York.

Mr. Miller had been in the Floor Covering game all his life and was rated by many as one of the leading salesmen in the industry. He first started work with W. & J. Sloane as office boy, worked up into the sales organization, and finally in 1911 came to Bird & Son and helped introduce our new floor covering, which we had just started to manufacture. He remained with the Floor Covering Sales organization until 1914. Since that time he has been associated with the Hodges Carpet Company.

He had not been feeling wholly well for several weeks, but he was apparently still feeling well enough to continue his work, and in fact was active at a floor covering opening on the day of his death.

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J. P. MacDonald, Bird & Son Representative in Canada, Dies After Short Illness

THE news of Mr. MacDonald's death came as a great shock to all those with whom he was associated. He passed away on Monday, December 12th, at 2 P. M., after a very short illness. It was only on the preceding Friday that he complained of having bronchial trouble.

"Mac," as he was familiarly known among his fellow salesmen and associates, was the Bird & Son Division representative of Building Products Limited in Northern Ontario, and had been with the Company since December 1st, 1925. He was held in high esteem by all those with whom he did business, well liked by those who knew him, and was noted for his straight-forward manner.

Mr. MacDonald was forty years of age and leaves a widow and two children, to whom we extend our heartfelt sympathy.

NEW ROOF BEING BUILT OVER NO. 5 MACHINE

CARRYING on the policy of keeping as many of our men at work as possible, construction was started last November on a new roof and new ventilators over No. 4 and 5 Paper Machines. In all, about twenty men have been employed either part time or full time on this job, and there may be more before it is finished.

An entirely new roof was laid with five thicknesses of Bird Insulating Board and a standard Bird Built Up Roof on top of that. This extra insulation will prevent "sweating" on this roof and increase its life very greatly.

Originally there was only one ventilator on the roof—over the wet end of No. 5 machine. Now two large window type ventilators have been installed, one over the No. 5 Machine screens and one between the wet ends of No. 4 and 5 Machines. These ventilators will be chain operated so that they can be opened or shut according to the direction of the wind.

Another sizable repair job just completed is the work on one of the big waste water tanks over the river at the Main Mill. Staging was built up and the whole tank put into first class shape again.

Both of these jobs are under the supervision of J. A. Timmins of the Drafting Room.

100% MEMBERSHIP

RECORDS show that both the Norwood Plants and the entire Paper Mill have one hundred per cent membership in the Employees' Mutual Benefit Association. Other departments also show almost perfect records, but these three head the list with every worker a member.

The Investigating Committee of the Employees' Mutual Benefit Association, elected last month. Back Row, Edward Geraghty, Chairman, and Lyman Small. Front Row, Frank Whitehead, Betheo Chandler, John Maitland.

This is proof enough of the service and great help which the Benefit Association renders in return for the small monthly fee. Free doctor's service, and a weekly sick benefit payable for 26 weeks in case of long illness—these are advantages worth keeping in times like this. And in addition, there is the insurance policy with a value of $200.00 the first year, increasing $200.00 each year until it reaches $1000.00.

QUESTIONS AND ANSWERS

1. Who designed the cover for *Bird's Neponset Review?*
2. What method of "bee hive" construction did we advocate in 1906?
3. What added protection do all Massachusetts Cooperative Banks have?
4. What is Insulated Bric Siding?
5. What recent fad has increased our paper business?

Answers to these questions will be found on Page 16.

HEALTH AND ACCIDENTS

THE more we study accidents, the more we know that all but a few of them are due to some kind of human failure.

If you are ill in body, worried or depressed in mind, and are behind the wheel of a motor car, your chances of meeting with an accident are multiplied over what they would be if you were normal.

You are "accident prone," explains the National Safety Council, because of your physical or mental inefficiency.

Physical weakness may fog your sight, dull your hearing, or render you otherwise incapable of acting quickly to avoid danger. Mental handicaps are equally vital. You may be worried, over illness at home, over financial troubles, or because of fancied ill-treatment. Your mind is divided—not wholly upon the hazardous business of driving.

The result, sooner or later is an accident.

And some of these accidents are bound to be costly—costly in equipment, but even more so in lives.

No employer wants a driver to continue at work unless he is physically and mentally fit. No driver should attempt to carry on unless he is physically and mentally fit.

The penalties are too great. There are too many railroad crossings, too many blind corners, too many little children and feeble old men and women whose lives may be charged against the man who takes a chance.

There is a cause for every accident. And too often the primary cause is some weakness in the driver who perceived danger too late.

He may not be publicly charged with the responsibility. But in his heart he will know that if he had been just a little quicker he could have prevented the loss of a life. It isn't a thing that can lie lightly on a person's conscience.

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Accidents

TWO men are losing time in January—and that means that January doesn't show a very good start for 1933. There is chance for improvement during the other eleven months of the year.

Amos Craig, Rug Finishing Department, left work on January 11th as the result of a strain which resulted into hernia. It occurred some time in the course of his regular work, which is taking the rolls off the winder.

The next lost-timer was Byard Bennett, Shoe Cartons Department, who left work on Friday the 13th for an operation on his chest which was made necessary by an accident that happened on February 2, 1931. On that day he was struck in the chest by the handle of a two-wheel waste truck and given quite a severe blow. He felt no pain until recently, and an examination by the doctor showed that an operation was necessary.

It's an old story, but it's one worth remembering—WATCH OUT FOR STRAINS all the time.

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FOR SAFETY'S SAKE

Read and Follow These—
Ten Demandments
(*From The Shop Review*)

1. BE CAREFUL—make no mis-step.
2. BE ATTENTIVE—keep the mind strictly on the business you are doing.
3. BE WATCHFUL—be on guard for danger at all times.
4. BE PERCEIVING—keep the eyes peeled for dangerous conditions.
5. BE CAUTIOUS—don't rush in where a hazard may exist.
6. BE ALERT—keep on your toes, and keep the ears tuned for shouts of warning.
7. BE AWAKE—get a good night's sleep and do your dreaming at night.
8. BE DISCERNING—distinguish between hazardous and safe operations.
9. BE SENSIBLE—never engage in foolish pranks or horseplay.
10. BE THOUGHTFUL—consider the other chap's position as well as your own.

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WANTED

WANTED—a man who can find things to be done without the help of a manager and three assistants.

A man who gets to work on time in the morning and does not imperil the lives of others in the attempt to be the first to quit work at night.

A man who is neat in appearance and does not sulk for an hour's overtime in emergencies.

A man who listens carefully when he is spoken to and asks only enough questions to insure the accurate carrying out of instructions.

A man who moves quickly and makes as little noise as possible about it.

A man who looks you straight in the eye and tells you the truth every time.

A man who does not pity himself for having to work.

A man who is cheerful, courteous to everyone and determined to "make good."

A man who, when he does not know, says, "I don't know," and when he is asked to do anything says, "I'll try."

VETERAN'S SERVICE LIST

We give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during January and February.

This was taken at the Bird Club last fall on the occasion of John H. Maguire's fiftieth anniversary with the company. Here is the group of friends that helped him celebrate and presented him with the engraved bowl which he is holding. Front Row: E. H. Bartlett, John M. Smith, John H. Maguire, John H. Smith, G. R. Wyman; Second Row: T. P. Maguire, M. J. Hawkins, Frank Whitehead, W. F. Geary, James J. Geary; Third Row: J. J. Burke, B. D. Rogers, Thomas Graney, Fred Duncan, B. R. Taylor, Frank W. Fisher, James Smith; Back Row: J. A. Sheehan, A. H. Russell, R. A. Wilkins, P. H. Bailey, A. C. Urquhart, Marshall Grant, John Dower, C. W. Conrad.

Month of January

			Years
Henri Davenport	1– 1–1898	Assistant Treasurer	35
Carl V. Smith	1– 1–1901	Paper Mill	32
F. W. Welch	1–16–1901	Box Shop	32
Jos. Knaus	1–24–1902	Paper Mill	31
May Gardner	1–26–1902	Main Office	31
Robert Morse	1– 7–1907	Box Shop	26
Daniel Reardon	1– 7–1907	Paper Mill	26
Dennis Lowney	1– 9–1907	Paper Mill	26
Michael Smith	1– 9–1907	Maintenance	26
B. D. Rogers	1–21–1907	Personnel Manager	26
Panfilo Lacivita	1–12–1912	Roofing Plant	21
William E. Hale	1–15–1918	Roofing Sales	15
Joseph Donovan	1–16–1918	Maintenance	15
A. L. Hayden	1– 1–1923	Flooring Sales	10
P. A. Guttormsen	1– 1–1923	Chief Engineer	10
Mytro Korbut	1– 2–1923	Paper Mill	10
Arthur Duncan	1– 3–1923	Watchman	10
Bartley Barrett	1–10–1923	Paper Mill	10
Walter R. Feeley	1–15–1923	Flooring Sales	10
Wm. M. Pratt	1–16–1928	Flooring Plant	5
Miles H. Hubbard	1–23–1928	Roofing Sales	5

Phillipsdale

Rexford Salisbury	1– 6–1909		24

Chicago

Gwendoline Blackmore	1– 8–1923	Roofing Office	10
Henry Ahrens	1– 8–1923	Roofing Plant	10
Lillian Moe	1–23–1923	Flooring Office	10
Raymond Wolf	1–24–1928	Roofing Plant	5

Canada

T. Watts	1– 3–1923	Hamilton, Ont.	10
W. Dayler	1– 5–1923	Hamilton, Ont.	10
M. McGinty	1–16–1928	Hamilton, Ont.	5
R. Boivin	1–12–1928	Portneuf, Que.	5
A. Tomlenson	1–12–1928	Portneuf, Que.	5
G. Hardy	1–16–1928	Portneuf, Que.	5
J. Bureau	1–16–1928	Portneuf, Que.	5
E. Leclerc	1–18–1928	Portneuf, Que.	5
W. Germain	1–23–1928	Portneuf, Que.	5
C. McLellan	1– 9–1928	Salesman, Ontario	5

Month of February

			Years
Thos. P. Maguire	2– 3–1880	Retired	53
Carl Schaier	2– 6–1890	Retired	43
H. H. Miller	2–17–1902	Retired	31
Henry Hartig	2–21–1905	Maintenance	28
Martin Lambine	2– 1–1910	Maintenance	23
Alice Field	2–27–1911	Main Office	22
Wienciente Daukseviez	2–28–1913	Paper Mill	20
Charles D. Rafuse	2–12–1918	Maintenance	15
George Eisner	2–25–1918	Maintenance	15
Arthur Johnson	2– 5–1923	Box Shop	10
Joseph Jalea	2– 6–1923	Flooring Plant	10
Leslie Fillmore	2– 7–1923	Flooring Plant	10
Ralph Kemp	2–13–1923	Roofing Plant	10
Harry Dresser	2–19–1923	Roofing Plant	10
Clinton J. Cave	2–23–1923	Roofing Plant	10
Francis Curran	2–23–1923	Box Shop	10
Alma Walsh	2–26–1923	Box Shop	10
Coleman Conroy	2–27–1923	Paper Mill	10

Phillipsdale

Willie Banks	2– 6–1910		23
Joseph Farrell	2–21–1913		20

Canada

A. Allen	2– 1–1923	Hamilton, Ontario	10
A. Roberge	2– 6–1928	Pont Rouge, Que.	5
L. Marcotte	2–15–1928	Portneuf, Que.	5
A. Thibodeau	2–27–1928	Portneuf, Que.	5

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ACKNOWLEDGMENT

We deeply appreciate your beautiful expressions of sympathy which were of the greatest comfort to us in our sorrow.

Mrs. Fabiani and family.

BIRD'S
NEPONSET REVIEW

Vol. XXI. FEBRUARY 1933 No. 2.

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board
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IDEAS ARE WANTED

THE fine group of suggestions which received Grand Prize and Special Awards for 1932 is an indication that we have keen minds and good thinkers in all our mills. Every one of the prize-winning suggestions, both this year and in years past, have been of high quality, and we take pleasure in congratulating this year's winners on their fine showing.

But another contest is now started—and the prize is still larger. $1000.00 for a New Product. It's a large order to fill, but somewhere in our organization there may be two or three individuals who will hit on an idea that is usable. Every one has an equal chance, and there is no reason why the lucky one may not be you.

A large number of suggestions have already been received and are being carefully reviewed by the Committee. Each suggestion is being read by two or three executives especially qualified to pass judgment on the idea, as well as being considered and discussed by the entire Suggestion Committee.

Keep your thinking cap on and submit every suggestion which you think is usable. The company can use your ideas, and you can probably, without *too* much trouble, find a use for one thousand dollars!

THE MAN IN THE MILL

IT'S the man in the mill, the man who puts on overalls and works right in among the machines day in and day out, who is often able to suggest new methods or time saving devices which can save his company much money and help it increase its business.

The old idea that the white collar behind the desk furnished all the brains has been disproved time and again. Writing on this subject, the editor of "Tomorrow's Business," says:

"We have always suspected that a lot of good ideas germinate in the heads of the men out in the plant who wear overalls and do the rough work and carry on the factory routine, but we never realized that there is a scientific basis for this suspicion until we read the following paragraph in H. Dubreuil's interesting book, "Robots or Men?"

"Says this French author, 'Contrary to the belief of many, all physical labor, even though monotonous, on condition that it is not exhausting, is favorable to the bringing forth and the releasing of thought. It is due solely to lack of comprehension that workers are divided into two classes, manual and mental. It is those who call themselves intellectual workers who have made this distinction, because they have not been able to discern the keen thought that may live and shine beneath a rough exterior."

Bird & Son has long realized the intelligence of its workers in the mill, and here in one company at least which urges every man to be a mental as well as a manual laborer. Suggestions are continually being asked for, and an elaborate suggestion plan has been put to work to make sure that everyone with any ideas at all may have free rein to express them and let them be judged fairly.

It is through the cooperation of the men in the mill with the men in the office that we stand as well as we do at present. Benjamin Franklin's old maxim, "United we stand, divided we fall" surely has been proved in our mills. Let us continue to stand united, realizing, whether we sit behind a desk or operate a machine, that it is up to each one individually to approach our job in an intelligent manner and do what we can to make the work of our department better, faster, and safer. Men with brains were never needed any more than they are today. Now in *your* chance.

The New Product Award of $1000.00 and the Grand Prize Suggestion Award for 1933 are your opportunities. Will it be *your* brains that will win for *you* this year?

FRESH AIR

WHEN we are told that our entire blood supply is purified in just two seconds by the lungs, we are reminded of the extreme importance of fresh, clean air which is required by the lungs to perform this work. It is stated that the average man takes 1200 breaths per hour, inhaling 24,000 gallons of air per day, and that the average adult has nearly 90 square yards of lung surface, consisting of about six million air sacs.

It is said that half the germs which enter the body reach the lungs, and it is only when the tissues of these important organs are strong and healthy that these germs are thrown off.

LIBRARY NOTES

AN educator has classified readers as:
The readers who read through,
The readers who read at,
The readers who read in,
The readers who read 'round about,
The readers who read between the lines.

In which class are you included in the majority of your reading, and which is the most desirable to attain?

Among our new books for the month are:

"Only Yesterday," a brief picture of American life from the close of the late war through the years 1929–30. Frederick Lane Allen tells of the political downfalls and successes of this period, the fluctuations in business circles, the revolution in manners and morals, with many a humorous touch.

"Uncle Sam's Attic" is the quaint name given to Alaska by the author, Mary Lee Davis, whose residence there for eight years enables her to give the story of this promising acquisition to our country. Her account of the climate, delightful for its altitude, its scenery, of its untold wealth in its yet undeveloped resources, would have helped contradict the general opinion formed at the time of the purchase, could it have appeared at that time.

"Living Philosophies" by twenty-two modern thinkers such as Albert Einstein, Theodore Dreiser, H. G. Wells, James Truslow Adams, who have exposed their beliefs and depths of feeling.

"Foch; The Man of Orleans": by Captain B. H. Liddell Hart. The following press notices give an idea of its interest and its importance as a chronicle of the Great War.—"It gives a lively portrait of one of the outstanding figures of the war, also a study of the higher conduct of the war." "One of the most notable military books that has appeared for years." "Amazing disclosures—Liddell Hart carries the reader in and out with masterly effort through all the labyrinth of intrigue, military and political." "This book will take rank as one of the best military biographies in our language."

New fiction:

Starry Adventure	Austin
Forgive Us Our Trespasses	Douglas
Ariel Dances	Eliot
Rebellion	Farnham
Certain Dr. Thorndike	Freeman
Frozen Inlet Post	Hendryz
Girl Into Woman	Kerr
Safe Custody	Mercer
Anabel at Sea	Merwin
East Street	Payne
Wild Bird	Robins
Benefits Received	Rosman
Folkhouse	Sawyer
Knickerbocker Blood	Thomas
Passionate Rebel	Wynne

Mr. Wyman and Mr. Bartlett Take West Indies Cruise

VICE-PRESIDENTS E. H. Bartlett and G. R. Wyman and Mrs. Wyman sailed Friday, January 27th at 10 A. M. from Commonwealth Pier, Boston, on the S. S. Lady Rodney for a three-weeks' cruise to the West Indies.

They have attempted to plan trips together before, this is the first time in about 30 years, they have been able to carry out their plans.

A typical scene in Kingston, Jamaica, where Mr. Wyman and Mr. Bartlett are visiting this month. This is the way the natives take their goods from the farms to the markets. When the woman gets to town the donkey will be "parked," and she will sit on the ground beside her wares in the market-place until they are sold. Mr. Wyman took this picture on his last trip to Jamaica in 1925

They will arrive in Bermuda Sunday noon, stay until the next day and then sail on to Nassau in the Bahama Islands, arriving on Wednesday evening. Thursday they start for Jamaica, arriving at Kingston Saturday morning. Here they will stay until the following Tuesday, February 7th, and then return to each of the previous ports for another short stay, finally leaving Bermuda on February 14th and landing in Boston on the 16th.

Both Mr. and Mrs. Wyman and Mr. Bartlett have been in Bermuda and Jamaica before, but none of them has ever visited Nassau in the Bahama Islands. Thus, the trip will be a combination of visiting new territory and renewing acquaintance with familiar places. They are anticipating a very pleasant trip, and after their return we hope to have some interesting pictures for publication in the *Review*.

TWITTERINGS

Punning Peter Predicts that Things are Going to be Hoyty-toity in the Shoe Carton Department from now on.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
Elizabeth Lawson
Albert Kimball
Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Ruth Milliken

Dorothy Hartig recently surprised us all by having her hair bobbed. It is becoming.

On the sick list in the accounting department were Howard Whitney and Margaret Delaney. Both are back on the job again after being out for four days.

'Tis rumored that John Puckey has gone into the automobile accessory business and is willing to help all his friends in getting a price on anything he carries, which is plenty! He drives a 1931½ Se Doto Eight with enough new parts to make a 1933 rear end, a new sun bowl sleet eater (fine for holding cigarette ashes), a red hot horrid air heater, two pairs of snap-on-when-you-get-stuck chains, etc. etc. Any of these accessories may be obtained from Mr. Puckey "at a price." He also can get for you a few "cruising car" radios. These sets will gather in all the police news and nothing else—but the price is right!

Bird Roofing saved this warehouse. When the offices (visible at right) of the Hutchins Lumber Company of Lynn were destroyed by fire on January 10th, their warehouse was saved by the Bird Shingle Design Roll Roofing which was used as a siding on this building. The fire was so close to the building and so hot that it melted the coating on the roofing, but the roofing did not burn. Mr. S. C. Hutchinson, owner, and Mr. Harry Harding, Manager of the company, are both well known to Bird & Son workers. The Lumber Company is in Mr. W. F. Sline's territory and is one of our large dealers

Pauline Rafuse is confined to her home with scarlet fever.

We have been wondering why Statia Markewicz has been "floating on air." A little detective work has revealed that Statia has recently taken her first airplane ride and is having a terrible time trying to come down to earth.

Bob Rodd misplaced his coat and hat the other day, but found them in the Brigade Room. Better luck the next time you are looking for a new outfit, Bob!

It's nice to know some people still have that prosperous look about them. Herman Pollock was taken for a millionaire by a Packard salesman at the Auto Show. And did his face get red!

Eleanor Morse and Anna Smith are among the grippe victims.

Ingrid Mattson has left us to take up married life. On leaving, the girls of her department presented her with a lovely bouquet of flowers and an electric sandwich toaster. Congratulations and best wishes to her.

We are glad to see those who have had the Grippe in the Credit Department back to their desks once more, with the exception of Gladys Duncan, to whom we extend our wishes for a quick recovery.

The other day a somewhat bewildered looking canine strolled leisurely through the portals of our office and nonchalantly wended his way down the aisle and into the bookkeeping department. There the firm masculine hand of Edmund Fitzhenry (apprentice student) and a little insistence, put an end to the explorations of our distinguished visitor.

We extend our sincere sympathy to Bruce Farrar in the loss of his mother recently.

Martha Clem and Alice Conley recently appeared for work with shorn tresses—in other words they had their hair cut, and it is very becoming to both of them.

At this writing Louise Percy is out with a very bad case of the grippe. We hope by the time of this issue that she will be back with us.

Margaret Sheehan and Josephine Antoine have recently returned from an attack of the grippe.

Who said bobbed hair was going out of style!!!!! The two latest additions from the Credit Division are "Win" Rhind and Gladys Duncan and they certainly do look good.

Loud reports were heard as to how Peg Corcoran spent New Year's Eve. All we gotta say, Peg, is to look out for the Watch and Ward Society.

All good looking men are hereby warned of the "Enchantress", Sophie Eppich, who lurks in the Accounting Department. Her charm and tantalizing ways are very bewitching.

More grippe subjects in the Accounting Department include Robert Rodd and Jim Dowling. Jim was confined to his home for a week.

Congratulations to Robert Beattie, Roofing Salesman, who just became the proud father of an 8 pound boy born Tuesday, January 24th!

PAPER MILLS
East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah
Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

We are glad to see John Johnson and Henry Olsen back on the job again after their recent illness.

Charlie Rafuse is New England Distributor for Perfect Tone Automobile Radios. He now takes his setting up exercises on the way to work (and have you noticed the improvement in his physique?).

A blue car, belonging to Mr. Newell of the Research, and recently seen with Colorado number plates, has at last found a resting place.

Our latest Technocrat is Bob Hood. It leaked out that he tried to pay a debt to Jesse King with an electric dollar.

Ernest (Irish) Oakes is the proud father of an 8 lb. baby boy, and his name is Irish, Jr.

No, no, no! Jim Kivlin and Peter Folan didn't have a fight. One morning this week, Jim and Peter came in with red, black and blue eyes, and that's as much as we can tell you in print. You should have seen them. They would have made good "whozit" pictures!

Mike Powers heard about the L street brownies taking a dip in the Ocean every day all winter to overcome colds, so he tried it in the Neponset River. Boatswain Hazlett should get a medal for sticking that paper spike in poor Mike trying to save him.

Take notice of Gene Connolly's "Dawes' Swagger"—some politician, what?

Earle Davis holds the record for mystery jig saw puzzles. He made one that he can't put together himself!

Peter Folan's son, John, bought some pet rabbits a while ago, so Peter said to the boys at the mill, "I always wanted a feed of Welsh 'Rabbit' and I sure will have one when they get bigger!"

John P. Squires & Co. is going to have some real competition right here in Walpole in the firm of Doderer and Keddy, Pig Peddlars.

Latest Fashion! The Research Department gives to a waiting word the newest fashion—dyed teeth! Norman Brookes created the style by displaying a beautiful set of green teeth. The discovery was, however, accidental and occurred when Norman drew dye into his mouth through a glass tube which he had intended to fill only to the half way mark. Now the fad is spreading and Earle Davis occasionally appears with flaming red teeth, Sid Taylor's are sometimes dark brown, and Gene Connolly's are always rosy.

"I can open any door," said Eddie Garrity,

"Oh! I'm so glad," the stranger said, "as I have lost my key."

With chisel, axe and hammer, Ed pried the Buick door.

The owner suddenly appeared—Ask Ed to tell you more.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Mr. Henderson is now chairman of the Board of Directors of the East Providence Safety Council having resigned from the presidency to take this position.

We seem to be having our share of sickness. At present we have Nazario Costa in the boiler room who has been sick for a month or so and Les Howard who has spent a short time in the Truesdale Hospital in Fall River.

It looks as if Joseph Knaus, No. 4 Paper Machine, was a good fox hunter! These four fine foxes were shot by Joe and his two sons, Joseph Jr. and Edward. The foxhound's name is "Jack." Incidentally, the skin on the extreme right may now be seen around Margaret Owen's neck, and one of the others around the neck of Hilda Knaus

The auto show has again been in our midst but without very much appreciation. The old car will have to do most of us for another year.

Bill Callan has been skunk hunting again having captured one on the way home one morning. In order to be sure that he had a witness he had Rex Salisbury examine the victim. Later on during the same morning Tony Alves, who was going home, didn't realize that the victim was dead and when he came in the immediate vicinity started to run quite wildly toward Phillipsdale. Both Gill and Black claim to have seen this gentleman the evening before and all are duly thankful to Bill Callan.

Serafim Moreiro has received a check for $5 for an accepted suggestion.

Helge Holter is about to offer a prize for the greatest number of insects (any kind) brought to him alive. It seems that this is what he needs for food for his pet lizard.

Bill Callan served two weeks on the grand jury in Providence.

James Boisvert has moved to 241 Amherst Street, Providence.

Charles Grover and Everett Brennan mopping on Hot Asphalt at a joint in the new construction over No. 4 and 5 Machine Rooms. This is another big repair job which is keeping a number of our men busy during a slack period.

BOX FACTORIES

East Walpole, Mass.,

No. 1 Box Shop

Genevieve Pare *Earl Boyden*
John P. Walsh *Ralph Farris*

Everett Readel has been transferred from Solid Fibre Cases to the Stock Transfer Department, and is now helping Charles Haak.

Samuel Franzes has just been married at Cambridge. The happy couple are making their home in Norwood.

Patrick McDonald has been ill for some time. We all wish you a speedy recovery, Paddy.

Curtis Boyden and family are now enjoying their new home at Benny Street, East Walpole.

Herbert Lewis was confined to his home with illness recently, but we hope to have him back with us by the time this issue appears.

Congratulations to James Ellis who became the father of a baby boy Thursday, December 29th.

Jerry Rignonese is the second No. 1 Box Shop worker to go to Florida this winter. Jerry left last month and is now, we presume, sunning himself on the beach at Miami.

Cards have been received from Bob Morse, who went down to Florida in December. He is having a grand time and tells us to watch the news pictures at the theatres and we may see him in the movies.

Mike Verderber announces that he has started his hot beds for tomatoes already. It looks like an early spring.

Billy (Goat) Head has started a rabbitry. More news of this later.

FOUND

A lady's rubber overshoe in the yard at No. 1 Box Shop. Owner please apply to Miss Genevieve Pare, No. 1 Box Shop Office.

No. 2 Box Shop

John McMahon
Martha McLauchlan
Frank Eisenhaur
Ambrose Fitzpatrick
Alma Walsh
Anna Duffy

Fred Weiss of the Shipping Department returned to work this month after a long lay-off due to an automobile accident which happened last fall.

Congratulations to Charles Logue who became a proud father on January 7th! The baby is a girl, and, so they say, has red hair.

Amos Dixon and Paul Hunt have forsaken the honorable game of Bridge for Ping Pong. Reports from their training quarters are very favorable. Lights are kept burning until the wee hours of the morning while oaths and racquets fill the ozone. They are willing to take on any opponent for the championship of Bird & Son.

John Mattson, Roofing Maintenance Department, shot one of the first deer at Plymouth, Mass., as the season opened last fall. And here's the proof!

Anthony Montisano, Fred Morrison, and Ludger St. Cyr have decided to open a dancing school because of their recent exhibition at the Bird Club dance the past month, they feel they are well qualified to impart some of their technique to their fellow workers. We wish them all kinds of success.

Dame rumor comes in with the following report: Robert Patterson is burning up the roads to Maynard quite frequently. And the scenery isn't the attraction, either!

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

William Bothwell
Stanley Phillips
John White
Walter Cyr
Edward Hiller

John Hurley's New Year Resolution didn't last long· Three days and John was looking for a chew.

How does it feel to be a millionaire? Ask John Korsum who is occupying a 24 room mansion in Westwood while the owner is in the south.

We all mourn the death of our fellow worker, Guido Fabiani, at the Norwood Hospital, of pneumonia on January 9.

John Matera and Vito Carchedi are both on the high seas, sailing for Italy. Both have sickness in their families there.

Mingled with the ring of the anvil and the ordinary din of the machine shop, the hot rythmic strains of "Hey, nonny, nonny, and a hot cha-cha," can be heard almost every day. Any person interested in modern music will discover that the impersonator of a well known Harlem singer is none other than Jack White.

Frank Kondry suffered a wrist droop recently and is taking a forced vacation of two to three months.

Mrs. Eppich (formerly Ruth Arel) paid us a surprise visit recently.

Bill Bothwell and Shorty Cave had visions of a turkey dinner when they captured three turkeys on the railroad tracks. But the vision was ended when the owner was located.

We wonder how Joe Guertin gets to Lawrence every week end now that his car is in the garage till April.

We have wondered at the lack of noise caused by our autos recently. Investigation shows the Stan Phillips' car hasn't been registered yet.

Paavo Faalt was married during the month to Miss Dorothy Balduf of Norwood.

Ralph Kemp had just completed giving an intense discussion on asphalts to one of our apprentices, recently. The apprentice kindly thanked Mr. Kemp for his information and remarked gravely, "Ralph, you've got asphalts right on —your very finger tips, haven't you"? Mr. Kemp holds out his asphalt soiled hands and replies, "Yeah, but what has that got to do with what I told you?"

Ping-pong seems to be the rage now. Among many, Milton Beasley and Ralph Kemp have recently acquired tables and are now getting in a lot of practice. Tragic as it may seem mere novices at this game, with no practice at all sometimes inflict severe defeats upon these more experienced gentlemen.

Arthur Balduf is now caring for the electrical wants at the Flooring Plant. Ernest Wood will operate at the Roofing Plant.

"Bill" MacLauchlan has refused all offers made for that new Winchester he won recently.

Things are returning to normal at the Maintenance Department. At least Paul Sansone and Charles Chorlton have had the upper lip trimmings removed!

Ed Wenstrom has returned after an attack of grippe.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps
Charles Miller
Lester Evans
Laurence Gammell

We see that Walter Cleveland is riding again after a long period of walking to Sharon.

Most of the news this month seems to deal with illness.

Frank Kissel, Frank Kovachuck, Laurence Gammell, and Clyde Bennett have all been out sick with the grippe.

Amos Craig is in the Norwood Hospital recuperating nicely following a hernia operation. Tough luck, Amos.

We extend our deepest sympathy to Bartley Curran in his recent bereavement.

The Sacred Heart Novitiate at Fortress Monroe, Virginia, showing its new coat of Bird Art Bric Siding, New Buff. This job was sold by our Virginia salesman, C. D. Hurtt

Frank Kissel is no longer a member of Company G National Guards. It is their loss, Frank, and they admit it.

John Macchi is serving jury duty.

The shoe business should increase now with the extra foot traffic after January 1st.

We learn that Joseph Popka has recently been married.

Anyone desiring the services of a first class astrologist should make inquiries around the Flooring office. Sarah Milesky is the authority—and she can also advise you on suitable masquerade costumes.

Ask Cripps to give you the sales talk on the new Chevrolet. He knows it perfectly since his visit to the Auto Show—and he can also tell you all the fine points about "Rumbrellas."

With Frank Clem and Jim Garner as promoters, Ping Pong has actually come into our Brigade Room. Up until now the great game has been played first at night in someone's cellar and then again replayed the next day. But now with a net, ball and paddles all arguments may be settled in the Brigade Room during the noon hour. Warren Dyer, Kaino Paajanen, and Elton Hamilton also serve a mean ball, but all others seem to prefer talk to action.

CHICAGO MILL AND OFFICE

Roofing Division

John Matcha *Dell F. Lydon*

Children are the usual heralds of Spring with their jump ropes, roller skates, etc., but lo and behold some of the Floor Covering girls beat them to it this time with a jump rope that would be the envy of most little girls—and can they jump—ask John Matcha.

An agreeable and pleasant surprise in the way of a visit from Mr. Hird last week helped to brighten this corner of the globe. We hope he will come soon again.

Our sympathy is extended to Mrs. Lampton and Mrs. Kennedy in their recent bereavement.

As we go to press Howie Hanna is in the south with "Skeet" Williamson. Hope Howie will be able to bear up under the southern hospitality but just imagine the extra hours he will have to put in at Ping Pong to get rid of the extra poundage.

Glen Young, too, has tripped but only to Detroit, for a few days.

Congratulations to Richard Johnson, winner of the First Grand Prize in the 1932 Suggestion Contest. Ted Kilburn and Ray Wolf tied for Second Prize while Third Prize was divided amongst the following: H. L. Warner, J. Sullivan, B. Cozzi, J. Johnson, V. Sculkalla and G. W. Brebach.

We extend sympathy to Erich Gach whose sister was injured by a fall while on a Mountain Climb during the Christmas holidays and died shortly after.

Flooring Division

V. D. Szukalla *Gladys L. Dovis*

This Christmas was the first time both the Roofing and Floor Covering Divisions had a party together. It was a very enjoyable one. There was quite a display of talent—some of which we did not know existed, and some of which we knew of. Gwen Blackmore officiated at the piano, playing for the community singing and accompanying the solos. We had the treat of hearing B. J. Overholt sing. Ann Dillenberg has been "hiding the candle under the bushel" because we certainly did enjoy her vocal rendition. Florence Morman was also one of the songsters and Ann Kelly showed her ability as a torch singer by offering "a bit of a medley." Mr. Westcott did his part by telling a joke and kept us pretty busy solving several problems. After a delicious luncheon, we danced. (And Mr. Hanna's terpsichorean art is nothing to be sneezed at.)

It is always pleasant to have signs of spring coming into evidence but this year they seem to be quite a bit premature. January hardly seems to be the month in which to oil up roller skates, but we caught Ann Dillenberg doing just that very thing. Of course, she won't admit it, but—!

A short time ago Tony Soltan extended an invitation to the floor covering femmes to inspect his new apartment on the south side. The girls very enthusiastically planned the bill of fare and made their appearance at the designated hour. And then, of all the surprises—they found out Tony is a married man and has a two year old son. Mrs. Soltan has a very likeable personality and proved to be a capable hostess. We know you'll all agree that Arthur Soltan is a pretty fine boy when you have looked at his picture in this Review.

Introducing Mr. Arthur Soltan, son of Tony Soltan of Chicago. He's a husky, healthy looking two-year old, we'll say!

Helen Behrens has for some time been suffering from a very severe streptococcic infection (believe it or not, that's the right way to spell it). Frieda Leonhardt suggested that the girls each buy a suitable gift for Helen to be opened at regular intervals—at specified dates and times. However, when Marie and Ann delivered the gifts, Helen weakened and opened them all at once. The several jug-saw puzzles which were included should keep her out of mischief. We look forward to seeing her back at the office soon.

Harold Altman was recently drafted (not for war). To make a long story short, he was playing some plain and fancy ping pong with three other enthusiasts and on one of the fancy shots a fancy hole appeared in the seat of his trousers. He quickly donned his overcoat and went home for a change of scenery. Perhaps we could suggest a barrel for the latest ping pong costume—it's safer, at least.

Mary Mac's dog "Bachelor Duke" won a red ribbon (second prize) at a recent dog show held in Chicago. His picture appeared in a previous issue of the Review.

Evelyn Hoffman was the last person we would ever imagine getting her hair cut, but "she went and done it" and it is very becoming. It certainly is marvelous to have naturally curly hair.

Lillian Moe celebrated her tenth year of service on January 23. She was presented with a large bouquet of Talisman roses.

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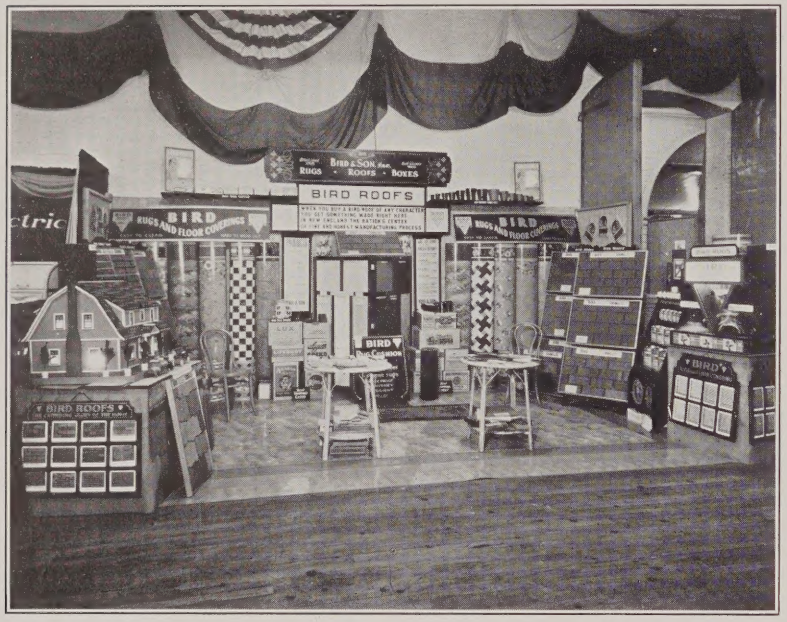
VISITORS AT WINTER MARKET HELD AT FURNITURE MART IN CHICAGO

Mr. Ed. Sande, Billings Hdwe. Co., Billings, Montana.
Mr. Smith, Western Furn. Distributors, Omaha, Neb.
Mr. Lowen, Enterprise Furn. Co., Kansas City, Mo.
Mr. Coates, Enterprise Furn. Co., Kansas City, Mo.
Mr. Ruben, Davis & Ruben, Minneapolis, Minn.
Mr. J. Campbell, Dealers Furn. Co., St. Paul, Minn.
Mr. Dilgar, Dilgar Furn. Co., Sandusky, Ohio.
Mr. Vollmer, Vollmer Bros., La Salle, Ill.
Mr. Newman, Factories Sales Co., Minneapolis, Minn.
Messrs. Purse and Hall, Purse & Hall Co., Dallas, Tex.
Mr. Winters, Purse Cpt. Co., Houston, Tex.
Mr. Kinsella, Leader Stores, Chicago.
Mr. Forrest, Forrest-Uttermark, Marion, Wis.
Mr. Keister, Ros Lange Cpt. Co., Indianapolis, Ind.
Peter Barskis, Chicago, Illinois.

Mr. Jacobs, Bedford, Indiana.
Mr. Hughes, Radigan Bros., Gary, Ind.
Messrs. Hoffman & Benson, Edw. Hoffman Co., St. Paul, Minn.
Concord Furn. Co., Milwaukee, Wis.
Brill Furn. Co., Milwaukee, Wis.
Mr. C. H. King, King's Furn. & Rug Co., Olney, Ill.
Mr. Rosenbloom, Kobacher Furn. Co., Flint, Mich.
Mr. Silverman, Kobacher Furn. Co., Toledo, Ohio.
Mr. L. Oster, Oster Bros., Milwaukee, Wis.
Mr. Brois, Federman Store, Fond du Lac, Wis.
Mr. Ruffele, Federman Store, Milwaukee, Wis.
Mr. Ruben, Federman Store, Ft. Wayne, Ind.
Mr. Peterman, Pine St. Furn. Co., Muskegon, Mich.
Mr. Lankamer, Lankamer Bros., Mankato, Minn.
Mr. Linquist, Linquist Bros., Koekuk, Iowa.
Mr. Mandelker, Mandelker Furn. Co., Milwaukee, Wis.
Mr. Bassey, Krolich & Co., Detroit, Mich.
Mr. Ruwitch, Norway, Mich.
Mr. Chism, Mississippi Valley Furn. Co., Memphis, Tenn.
Mr. Waterman, Sears Roebuck & Co., Detroit, Mich.
Mr. Epstein, May Stern Co., Pittsburg, Pa.
Mr. E. Edwards, Hartman's, Chicago, Ill.
Mr. Larson, Sears Roebuck & Co., Des Moines, Ia.
Ward & Jones Furn. Co., Aurora, Ill.
Mr. Sterritt, DeWitt-Seitz Co., Duluth, Minn.
Mr. Parrish, Sears Roebuck & Co., Chicago, Ill.
Hoh Furn. Co., Appleton, Wis.
Welcome Furn. Co., Milwaukee, Wis.
Mr. Walker, Walker Furn. Co., Hobart, Okla.
Mr. Leon Kaplan, Leon Kaplan Co., Hammond, Ind.
Sekera Furn. Co., 5922 W. 22nd St., Chicago.
Crown Furn. Co., 1512 S. Crawford Ave., Chicago.
Mr. L. H. Smith, Hax-Smith Furn. Co., St. Joseph, Mo.
Mr. O'Bierst, Hammond, Ind.



Bird & Son display at New England's Prosperity Exposition held at Mechanics Hall late last fall. This exhibit is especially interesting for its complete picture of Bird & Son products. Practically everything we manufacture, except some Special Papers, is shown here, from Shoe Cartons and Tack Boxes to Rug Cushion and the latest Roofing Specialties

BUSINESS GETTERS

AMONG our recent large orders credited to the different salesmen since the last issue of the Review we list the following:

ROOFING DIVISION

E. J. Casey, Southeastern New York—70 squares 3 in 1 strips, Thick Butt Shingles.

C. D. Hurtt, Virginia—200 squares 3 in 1 strips, Thick Butt Shingles.

H. P. Morton, Central Massachusetts—55 squares Giant Individual Shingles.

W. J. Nelson, Maine—36,000 square feet Insulating Board.

F. B. Ross, Maryland—80 gallons Emulsified Asphalt.

G. G. Sheehan, Western Massachusetts—3500 square feet Insulating Board and 4500 square feet Insulating Lath.

B. L. Sears, West Virginia—15,000 square feet American Wallboard.

EASTERN FLOORING DIVISION

I. S. Bailey, Philadelphia and vicinity—200 Rolls Lining Felt.

A. L. Disher, North and South Carolina—1 car Floor Covering.

N. F. McCann, Central Massachusetts—1 truckload Floor Covering.

W. J. Miller, Georgia and Florida—1 car Floor Covering.

Harold Smith, New York City—1 car Lining Felt.

R. B. Wadsworth, Connecticut—1 car Lining Felt.

WESTERN FLOORING DIVISION

J. H. Campbell, Kansas City—1 car Floor Covering.

C. D. Knapp, Alabama, Mississippi, and vicinity—1 car Floor Covering.

D. W. Lyons, Minnesota—a large order of Lining Felt.

E. J. Roberts, Northern Pacific Coast states—a large order of Floor Covering.

CHICAGO ROOFING

S. E. Williamson, Mississippi, Alabama and Tennessee—Sold 200 squares 3-in-1 Strips, 175 rolls 30# Asphalt Felt and 50 squares 19″ Selvage Paroid Cap Sheet.

R. D. Peterson, Louisiana—Sold several orders consisting of 50 squares American Hex Twins, 100 squares Neponset Hex Twins and 50 squares of Special Hex Twins as the result of demonstrations with the Expando car.

BOX DIVISION

Mr. Abbott:—1 Car Telescope Boxes for Paper
2/3 Carload Fibre for Rubber Heels
Mr. Bushell — 1 Car Corrugated for Bread
1 " " " Hardware
1 " " " Tobacco
1 " Solid Fibre " Hardware
Mr. Fuller — 4 Cars Solid
3 " Corrugated for Thread
Mr. Holmes — 3 Cars Solid for Shoes
Mr. Lenigan — 4 Cars Solid for Macaroni
Mr. Maguire — 1 Car Solid for Butter
1 " Corrugated for Jig-Saw Puzzles
1 Car Corrugated for Shoes
Mr. Mason — 4 Cars Solid for Soap
1/2 " " " Canned Sea Food
Mr. Stanton — 1 Car Solid for Western Union Telegraph Blanks
1 Car Corrugated for Rubber Shoes
Mr. Dolan — Mixed Carload of Solid Fibre for Canned Beans

◆

WITH THE SOCCER TEAMS

By John H. White

BIRD & SON Soccer Team found the going somewhat rough during December and January. Bad weather not only cut their schedule in half, but sickness made it impossible to field a really representative team.

The four games played ended as follows:

New Year's Day at Quincy we lost to Clan McGregor 3–2. Wilson and MacDougall tallied for Bird & Son.

Sunday, January 8 at Walpole, Roxbury defeated us 3–1. Ross scored for Bird & Son.

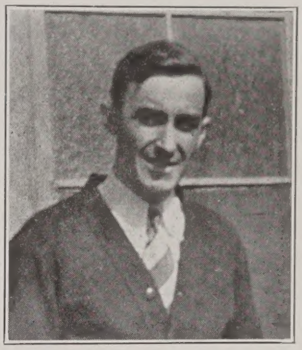
Sunday, January 15, at South Boston, Dorchester was held to a 3–3 tie. Travers, Ross and Gardiner scored.

The draw for 1933 James M. Curley Cup games will take place this month. Bird & Son, the present holders, will re-organize in an effort to retain this cup another year.

◆

BOWLING NEWS

MID-SEASON in Bowling finds the Office Team leading the American League, and the Roofing Machines leading the National League. All previous individual records were broken when Howard "Bullet" White, living up to his nickname, put in a wonderful night of bowling, winding up with High Single String of 150 and High Three String of 356. While bowling his big Single String score, he missed two spares, so there's no telling what he might have done if *all* the breaks had been with him.



"Bullet" White, Grand Exalted Bowler of the season. He holds High Individual Average (100–11). High Single String (150) and High Three String (356)! Beat that, if you can!

The Three String Total was composed of the following scores, 150, 93, and 113—any one of which is a score to be proud of. This puts White at the head of the list of Bowling Averages with an average 100–11 so far this season.

High Team Single String (580) and High Team Three String (1528) are both held by the Roofing Machines team. They have already beaten their own Single String record of 570 last year.

We give below the standing of the two Leagues, as of January 23, and the list of the fifteen highest Individual Averages of those bowling 24 or more strings:

AMERICAN LEAGUE

	Won	Lost	Per Cent
Office	26	22	.542
Engineering	23	29	.442
Roofing Machine Shop	15	9	.340
Paper Machines	12	24	.334
Undercoating	11	33	.250

NATIONAL LEAGUE

	Won	Lost	Per Cent
Roofing Machines	38	6	.865
No. 1 Box Shop Shipping	28	12	.700
No. 2 Box Shop	22	14	.610
No. 1 Box Shop	23	21	.523
Rug Finishing	14	22	.389

INDIVIDUAL AVERAGES

Name	Team	Total Strings	Total Pin Fall	Average
White	FX1	36	3611	100–11
Alexandrini	FBP	33	3265	98–31
Koebe	FXV1	33	3243	98–9
Clark	FX2	33	3212	97-11
Michienzie	FBP	30	2919	97–9
Mack	Office	36	3481	96–25
Dine	FX2	33	3192	96–24
Hoyt	FX2	24	2319	96–15
DeFlaminies	DBP	33	3174	96–6
Geary	FXV1	33	3171	96–3
Duncan	EM	39	3734	95–29
Johnson	FX2	30	2877	95–27
Farris	FXV1	33	3149	95-14
Smith	FBP	33	3122	94–20
Farris	FFR	33	3117	94–15

Answers To Questions On Page 5

1. The present *Review* Cover is the result of several different changes. The idea of using the sign, "Home of Bird Neponset Products" was first used in an actual picture of the sign on the cover in August 1925. The 1925 Christmas issue carried the first drawing of this sign, designed by Nelson Bartlett who then worked in the Drafting Room. The design of the entire cover was further experimented with, and finally in February 1926 the present layout was drawn up by a Boston commercial artist named Trenholm. However, the title then read "The Neponset Review," and the style of the Lettering was different. In July, 1926, the title was changed to "Bird's Neponset Review," and finally in February 1927 the lettering of the title was changed to the present form. Since then there have been no other changes.

The home of Mrs. Dreano, 116 Crest Street, Beachmont, Revere, which was recently covered with our latest specialty,— Bird Insulated Bric Siding

2. (Answered by Mr. Bartlett) My recollection is that an old schoolmaster in Walpole, named Allen Latham, had for his hobby bees, and he experimented with the old Neponset Red Rope Roofing for a covering for the hives. He later became quite a large apiarist in Pomfret, Conn., and I think he wrote up an article for the Bee Journal and we interested the A. I. Root Company, Medina, Ohio, in using Neponset Red Rope for the waterproof tops for bee hives. I believe they also advocated during the winter covering the whole outside of the hive with Red Rope.
3. All Massachusetts Cooperative Banks have membership in a Central Cooperative Bank, to which they can apply for loans if necessary. Each bank strengthens the others and there is the greatest possible protection for all.
4. This is the new siding material brought out just before Christmas. It consists of four courses of Art-Bric Siding firmly embedded on our Insulating Board. It combines all the features of good siding and good insulation.
5. Jig-saw puzzles have increased our sales of Press Board which we sell for making into "Jig-of-the-Week" puzzles, etc.

GARDENS FOR 1933

LOTS 50 x 120 feet. Fertile soil. Lots will be plowed. Rent for the season—$1.00. Apply to The Home Building Co., Inc., East Walpole.

THE THREAT

A darky named Sam borrowed $25.00 from his friend Tom and gave his note for the amount. Time went on and the note became long past due. One day the two men met on the street and Tom stopped and said with determination, "Look heah, man, when you goin' to pay that note?" "I ain't got no money now", replied Sam, "but am goin' to pay it as soon as I kin." "Yo been sayin' thet for months," retorted Tom, "but it don't get me no money. Ef yo don't pay thet money here and now, yo know what I'm goin' to do? I'm goin' to burn yer old note; then whar'll yo be at?" "Yas yo will, yas yo will!" Sam shouted. "Jes' yo burn dat note o' mine and I'll sure pop a lawsuit on to yo."

BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt   American Twins Thick Butt   3 in 1 Thick Butt
NEPONSET Double Twins   American Double Twins   Super 3 in 1 Thick Butt
Improved Twin Lock   Hex-Twins   Individuals   Giant Individuals
Custom Built   Lock-Butt   BIRD Insulated Bric-Siding
Multi-Bric Siding   Art-Bric Siding

BIRD Roll Roofing

Paroid   Art-Craft   Shingle Design   Slate Surfaced   American Ready
Old Reliable   Universal   Waterdyke   Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black   Saturated and Coated   Super Sheathing   Economy
Refrigerator Insulating   Paper Mulch   Reenforced Paper

BIRD Wall Board

NEPONSET Board, Cream White   American Board
SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)   BIRD Building Board
BIRD Insuliner   BIRD Air Cell Insulating Board   BIRD Insulating Blanket
Paroid Built-up Roof   BIRD Deadening Felt   Asphalt Felt
Floor Dressing   Plastic Cement   Roof Coating   Asphalt Emulsions

Flooring Division

BIRD Rugs   BIRD Floor Coverings   BIRD Tile Flooring
Economy Rugs   Economy Floor Coverings   BIRD Hall Runner
BIRD Rug Border   BIRD Lining Felt
BIRD Carpet and Rug Cushion   BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases   Wood Frame Fibre Shipping Cases
Textile Board

Carton Division

BIRD Shoe Cartons   NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes   Flower Pot Covers   Earth Bands   Plant Boxes

Special Paper Division

Standard Pressboard — Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes
Cable Insulating Papers   Laminated Binders' Board

BIRD & SON, inc.   **Established 1795**   **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.

{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XXI — *March 1933* — No. 3

MANY NEW SUGGESTIONS ENTERED IN $1000 CONTEST

MORE than two hundred and fifteen suggestions for New Products have been received since the announcement of the Special Contest running from January 1st to March 31st. They have poured in from every section of the mills and offices—and they are still coming.

Although many ideas have been duplications of previous suggestions, or of ideas previously considered by the management, there have also been a large number of new ideas, among which there may very likely be at least one thousand dollar prize, and we hope, more than one.

To make doubly sure that each suggestion is given full consideration, a different program of investigation has been developed. After a new suggestion has been acknowledged it is sent along to the investigator, Mr. Frank Fisher, and he, in turn takes it to several different departments which have knowledge of that particular idea: sales, manufacturing, and research. Each of these departments check the suggestion thoroughly for good points and bad, and add their comments. Finally the suggestion is read and discussed at a meeting of the Suggestion Committee. In this way, three or four individuals, in addition to the entire Suggestion Committee, review the suggestion, making sure that no good and practical idea will be overlooked.

No new product suggestions have been accepted yet, but it is still early in the game. There are a number which are being seriously and thoroughly investigated at the present time. The final verdict may not be known for several months, but we are all equally anxious to find something new that will increase our production and help bring back better times.

There is another month yet before the contest is over. Don't miss this opportunity of a life time to earn some real money and make yourself invaluable to your company. Send in your ideas today.

The suggestions which were accepted at the meeting on February 1 are as follows:

Classified as showing a savings in Manufacturing Cost and given an award of $10.00:

Pressure Rolls on FXRM13	Ernest Field, FXR

Classified as of intangible value and given an award of $5.00 each:

Safety Switch on Door at DM30	John Bandonis, P. Office
Eliminate Hard Starting of Roll Cars	Walter Bisdnack, DMPM
Hand Wheel Adjustment for Silicate Rolls for FXCM1	John J. Goonan, FXC
Use of Air to Clean Die on FXWM36	A. H. Hammond, FXF
Stop to Prevent Bundles Breaking on Conveyor	Guy Hoyt, FXR
Sprocket Rim and Chain on Valve	Joseph Marsh, ERB
Idler Roll for FBPM1 Machine	Paul Sansone, FBM
Removable Grating over Hopper (Coal)	Peter Wolent, ERH

A LETTER FROM THE NORWOOD HOSPITAL

Norwood, Mass.
February 8, 1933

A. W. Smith, Secretary,
Employees' Mutual Benefit Assn.
Bird & Son, inc.
East Walpole, Mass.

Dear Mr. Smith:

We wish to acknowledge and thank you for the check of $100 from the Employees' Mutual Benefit Association of Bird & Son, Incorporated, for dues in the Norwood Hospital Corporation.

The continued interest and support of your members is deeply appreciated and it is the request of our Trustees that their appreciation be extended to each and every one of your organization for their cooperation.

Sincerely yours,
Walter F. Tilton,
Treasurer

SOCCER NOTES

by
John H. White

BIRD & SON Soccer Team has been idle because of poor ground conditions. Their Spring schedule was to have opened with St. Pius of Lynn at Lynn on Sunday, February 26, but was not played because of the heavy snow which came the day before. Playing will be resumed as soon as weather conditions permit.

The James M. Curley Cup competition will be under way shortly and we expect to retain possession of that coveted trophy.

THREE ACCIDENTS IN FEBRUARY

WHERE are our fine New Year's resolutions? Two lost time accidents in January, and now three more in February!

Paul Persechino, No. 1 Box Shop, broke his right ankle as the result of a peculiar accident on February 13th. As he stood up from his seat at the pick-up table at the Combiners his foot slipped on a piece of fibre board and he fell to the floor, breaking his ankle. This will keep him from work for some time yet.

On February 16, Axel Ostrom, Roofing Machines, slipped and fell in some hot asphalt which had overflowed from the tank as a result of leaving the intake asphalt line valve open. He suffered severe burns on the left hand and forearm, and is not back to work yet.

The third accident occurred at the Flooring Mill. John Healy, Undercoat Department, was adjusting yoke of crane on the shaft of the core between the collar and roll, pulling the crane rope at the same time. The weight of the roll and yoke caused it to slip, catching his finger between the collar and the yoke. He is still out.

The last two accidents have very definitely been caused by carelessness. In the Roofing Plant, the intake asphalt line valve should not have been left open so long that the tank overflowed, and at the Flooring Plant the man should have kept his hands off the crane hook where he knew there was danger of getting caught.

Carelessness will never make a good accident record—either for yourself or your company. Check up again on your job right now. What are its hazards? Do you know them and how to avoid them? Don't let carelessness bring an accident to YOU.

* * *

BIRD CLUB ACTIVITIES

CHALK up another successful Bird Club entertainment—Office Night, on Friday, February 10th, at Bird School Hall, put on by Parky Rogers and his Committee.

Three one-act plays were given by the well-known Walpole Footlighters: "Love and Lather," "La Carota," and "Little Nell"—all of them well presented and much enjoyed by the large audience which attended. The last curtain went down shortly before ten o'clock and after that dancing was enjoyed until 12, with music by Parky Rogers' orchestra.

The next entertainment is to be a Members' Night on March 16th, being arranged by John Locke and a Committee from No. 1 Box Shop. Motion pictures of present-day Soviet Russia, taken during the summer of 1932, will be shown and Mr. Ewing Adams who took these pictures during a 4000-mile trip through the country will be here in person to tell us of his impressions of the country and their new form of government.

Bird Club classes are almost over for the year. There is to be one more lecture, on the night of March 14th, in the form of a joint meeting with the Unity Club of East Walpole. A similar joint meeting was held in February with great success and a large attendance is expected at this final meeting. The attendance throughout the year has been very good at the lecture classes, but not satisfactory at the discussion meetings on alternate weeks. There have been long "question periods" after nearly all the lectures, however, and those who have attended have felt well repaid.

* * *

VETERAN'S SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during March:

			Years
G. R. Wyman	3-17-1887	Vice-President and Manufacturing Manager	46
James Kivlin	3-30-1892	Paper Mill	41
Dan A. Jones	3- 4-1897	Paper Mill	36
Emanuel Johnson	3-11-1898	Maintenance	35
William J. Quinn	3- 9-1900	Paper Mill	33
Bartley O'Donnell	3- 1-1905	Maintenance	28
Harry Bellew	3-10-1907	Roofing Plant	26
John S. Mattson	3- 4-1908	Roofing Plant	25
Dennis Driscoll	3- 4-1909	Roofing Plant	24
William Morrisey	3-29-1910	Maintenance	23
Everett Lindequist	3- 3-1911	Roofing Plant	22
Felix Thompson	3-10-1911	Paper Mill	22
John Peza	3-13-1911	Roofing Plant	22
Salvatore Lacivita	3- 8-1912	Roofing Plant	21
William Quinn	3-21-1912	Box Shop	21
Camillo DePlacido	3-22-1912	Roofing Plant	21
Victor E. Grant	3- 3-1923	Flooring Plant	10
Steve Bavan	3- 5-1923	Paper Mill	10
John Malacurio	3-22-1923	Flooring Plant	10
Michael Curran	3-28-1923	Power and Steam	10
Samuel H. Kelley	3-12-1928	Flooring Plant	5
Muriel McDonald	3-20-1928	Main Office	5
Phillipsdale			
Henry Phelps	3- 7-1909		24
Helge Holter	3- 4-1912		21
Chicago			
Gus Cranford	3-13-1928		5
Canada			
W. R. McNeil	3-23-1901	Montreal	32
A. Matte	3- 2-1928	Portneuf, Que.	5
A. Deslisle	3-26-1928	Portneuf, Que.	5
R. LeClerc	3-29-1928	Portneuf, Que.	5
F. Janawick	3-30-1928	Hamilton, Ont.	5

* * *

MY NOSE

It doesn't breathe
It doesn't smell
It doesn't feel so very well

I am discouraged
with my nose
The only thing it
does is blows.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Joe Hurtt, Roofing Salesman, has gone and done it! He was married January 28th in Richmond, Virginia, to Miss Louise Trail Woodward. They are making their home at the Merlin Apartments on West Franklin Street in that city. Congratulations, Joe!

Kay Broderick and Bertha Broadley are spending all their spare time skating at the Arena. What is the attraction?

The Accounting Department extends a hearty welcome to the Payroll Department which has just moved into its new headquarters. And that pencil sharpener they brought along is a pip!

Anna White and Olie Tetreault are expressing their regrets that Washington's Birthday comes only once a year. We wonder if it is their love for marching that makes them wish that—but perhaps it's something to do with the Charity Ball.

We all welcome Alan Shaw into the Office. Alan is taking Mr. Turkington's place.

Mr. Turkington is taking over New Hampshire and Vermont territories. We all wish you luck, Turk.

Pat McDonald is back to work again after a long seige of the grippe. Now, before going out, she is always careful to don her ear muffs.

Quite frequently during the past month, girls from the Billing Department have been seen hiking along the road from Norwood to Dedham. There must be some attraction, or maybe it's just the lure of the big city.

Betty LaMore received a valentine special delivery from Cambridge. She certainly covers territory.

Mr. and Mrs. Earle Clark are the proud parents of a baby boy, Roger Browne Clark, born February 15th.

Anne Kelliher and Florence Nichols received very pretty valentines on the 14th.

PAPER MILLS

East Walpole, Mass.

Wasn't the depression terrible? Mr. Lines "looked at all three" and purchased a new Plymouth.

Vernon Rafuse and John Moylan of No. 5 Machine are proud of their sons born in January.

R. A. Wilkins recently attended the annual meeting of the Technical Association, Pulp and Paper Industry, in New York.

Carl Johanson is the happy father of a daughter born in January.

Mr. Wyman and Mr. Bartlett have returned from their trip to Bermuda and Jamaica with a fine coat of tan. In our April number we hope to have a complete story and some pictures of their trip.

Why does Mike Burke get down to the Brigade Room at 6 A. M. to be at work at 7:00?

Emil Sigmund received a "valentine" this year—a son born on February 14th. And it seems that this "valentine" spent most of its time crying after it got home from the hospital. Sig finally got worried and sent for the doctor, but all the doctor found was a pair of healthy lungs in good working order. Cheer up, Sig, you probably yelled like that once yourself!

Phillipsdale, R. I., Mill

The big news of the month is the "find" made by John Vargos in the cutter room who found two five dollar bills in the rags.

We were sorry to hear of the death of Rex Salisbury's father-in-law and also of Bill Shaw who worked several years with us in the storeroom.

Tony Perry doesn't have to renew the fence around his house so often now that he has an oil burner.

Johnnie Nolan is now a grandfather for the third time.

We are glad to hear that Tom Wynne's wife, who has been in the Rhode Island Hospital, is getting better.

Ed Roy recently acquired a "new-to-him" Franklin.

Nanni is keeping close watch over Phelps and Kelly during the regular noon time special. He keeps them both in line but they will soon be too much for him.

William Andrew had a slight automobile accident and has been out sick with the shingles ever since. Sam Gorelco has returned to work after an attack of pneumonia. Manuel Rodriques has also returned after a spell of tonsilitis. We hear that M. Costa is improving and hope to see him with us soon.

Henry Phelps and his wife celebrated their twenty-fifth wedding anniversary on February 25.

BOX FACTORIES

East Walpole, Mass.,

No. 1 Box Shop

Congratulations to James McComb who became the father of a baby girl February 15th.

Claude Smith is the proud father of a baby boy weighing 8 lbs. 2 oz. born January 31.

Ralph Watson entertained friends from New York over the week end.

Ed Flanagan and Sammy DeChellis are going to the "dogs" (always talking dogs). It seems that Ed considers his dog a very valuable dog for guarding the entrance to his home. Information reveals that the dog sleeps across the door way and any unfortunate intruder trips on the sleeping canine, falls and makes a racket, thereby waking up members of Ed's household.

Sammy Franzes received a floor lamp from his fellow workers for a wedding gift.

Ted Hutcheon made his bow recently as the leader of a very snappy orchestra at the Bird & Son Soccer Dance at Bird School Hall. The violin and saxophone are well taken care of by Ted.

If you want to keep from growing old, just sneak up behind Henry Dowdie and say "Meow." It appears that Henry Dowdie is a very good judge of cat meat.

At a discussion about rabbits with James Salmon, Henry Dowdie stated that rabbit's meat tasted just like cat's meat, whereupon, Mr. Salmon said that he would take Henry's word for it as he had never eaten any cat meat.

There must be a shortage of soap at Ralph Farris's house because we notice he has been coming in lately with a dirty upper lip.

A. D. Colburn thought he broke his finger when he slipped and fell the other day. In spite of the injury he succeeded in bowling a total of 122 high single string, the same night. The rest of the team plan to run Arthur's hand through a head press before the next match.

No. 2 Box Shop

Gilda Campagna was awarded a Silver Loving Cup and the title of Miss Walpole at a dance held in Bradford Lewis Hall on February 10th. Congratulations!

The girls in the Flower Pot Department enjoyed a supper and show in town recently. Everyone had a wonderful time.

Mary O'Donnell surprised everyone by coming in with a diamond last week. In fact, this happened the day after the theater party. The lucky boy is Tony Sansone of Norwood.

Charles Logue appeared the other day all dressed up in a bright blue "smock" or whatever you call it. What are you celebrating, Charlie?

We welcome John Sigmund to the Flower Pot Department and also Mary Nixon. We hope you stay with us a long while.

Ed Bigelow is at it again. When he has too much time on his hands he spends it in raising a moustache. It looks real good, Ed.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Axel Ostrom recently received a bad burn on his arm and is taking a forced vacation.

Our nurse, Miss Chandler, apparently enjoyed that evening at the Charity Ball.

Mike Sheehan has a roof garden and lake with real water on building No. 23, and intends to supply his own gold fish!

Once more our jovial friend and ex-co-worker, Charlie O'Connor, found some excuse to break himself away from the duties of his present job in New York to visit his friends in Bird & Son.

Ray Call saw his first big league hockey game in the Boston Garden recently, with a party from the Maintenance. He says the team work was wonderful. Boy, how they could clean that ice!

Ralph Clifford finally pensioned his trusty Ford and now sports a Chevrolet Coach.

Frank Billota is still on the sick list, having been out some time with the grippe and nervous troubles.

Tom DePlacido has returned to work following his accident.

Congratulations to Domenic Massami who welcomed a young son into the family on Wednesday, February 8th.

We are looking for Charles Seavey's return after a long absence due to sickness. Nich Radzwill has done a very commendable job in Charlie's absence.

John Landers is apprenticing in the electrical department.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

We wonder why we see Frank Kissel always in the neighborhood of a jewelry store. We imagine it has something to do with a lady.

Amos Craig seems to be progressing along the road to recovery.

Carroll Gammell is still out with affected nerves of the eyes and nose, caused by a tooth growing lengthwise above his present teeth. It will mean an operation.

Hail to Bird & Son's Walter Winchell—Lester Evans.

Clyde Bennett has just returned after a prolonged illness caused by abscesses of the tonsils.

CHICAGO MILL AND OFFICE

Roofing Division

All join here in sending congratulations and best wishes to Mr. and Mrs. Earle Clark on the arrival of their new baby boy.

Martin Thompson and Jimmie McGuire neglected to cover their ears one cold morning with the result that they arrived at the office with frozen ears which called for the attention of a physician. For a few days their beauty was considerably marred.

"Skeet" Williamson has had an invitation from Governor Conner of Mississippi to attend the inauguration of President Roosevelt on March 4th.

Ann Kelly and Francis Johnson are the first in the office to adopt bangs, which are quite becoming.

Norma Olson is now a proud aunt. Her sister, Florence (Mrs. Daraugh), formerly of our accounting department is the mother of a baby girl, Patricia Ann.

Our weekly cake sales continue to bring in sufficient funds to provide milk for a few poor children.

We are glad to hear Raleigh Stearles, who has been confined to his home with rheumatism and arthritis for the past few weeks, is slightly improved.

Flooring Division

The next time we print anything about the signs of spring we are going to keep our fingers crossed, because in the last issue we did talk about them, and shortly after that we had a deluge of snow. In fact so much that some of the north side girls had to impose on the hospitality of the "southerners." There seem to be some optimists in our midst, however. Gwen Blackmore came down with a very lovely light green chenille dress—looking very much like a harbinger of spring, and then too, Gene Moore has been tenderly coaxing a potted tulip, which he has on his desk, to bloom.

And speaking of the balminess of spring and otherwise—it has been reported that Mary Mac and a girl friend went to a theatre, sat in the sixth row, and used field glasses to see a certain actor, of whom they are ardent, secret admirers! We imagine they even saw the fillings in his teeth. Is there nothing sacred?

Radio may have its sister teams, etc., but Mr. Reid showed us where we have a team here all of our own,—"Read and Write" (S. R. Reid of St. Louis and L. S. Wright of the Chicago office). Wright does the writing for Reid's customers to read.

C. E. Kilburn is now working the territory in Illinois and Iowa formerly covered by E. R. Moore. The folks in the office are still wondering why you didn't come in and bid them goodbye as promised, Ted. They were very much disappointed that you hid behind B. O., but you can bet your life, boy, they'll get you yet!

◆

BOWLING NEWS

WITH only four or five matches still to be played this season, the Championship of the National League is still undecided. At the present time Roofing Machines and No. 1 Box Shop Shipping are tied. Each has one more match to be played, so that if either team drops a point, it will be out of the running.

No. 2 Box Shop in this League also has one more match. If the Roofing and No. 1 Box Shop Shipping Teams should lose one point each, and No. 2 Box Shop should win all four, then the three teams would be tied for first place. Any way you figure it, it's a close finish for this League.

The Office team holds the Championship of the American League, by virtue of the Paper Machines team losing three points to Roofing Machines. Otherwise there was the possibility of a tie in this League too.

During the next month all the remaining matches will be played and the final roll-off between the Office team and the Champions of the National League. There have been no further changes in Individual and Team Records; Bullet White still holds the individual honors, and Roofing Machines the Team honors of the season.

Plans are now being made for the annual banquet and show, and will be announced shortly.

Below is the standing of the teams on February 28th:

AMERICAN LEAGUE

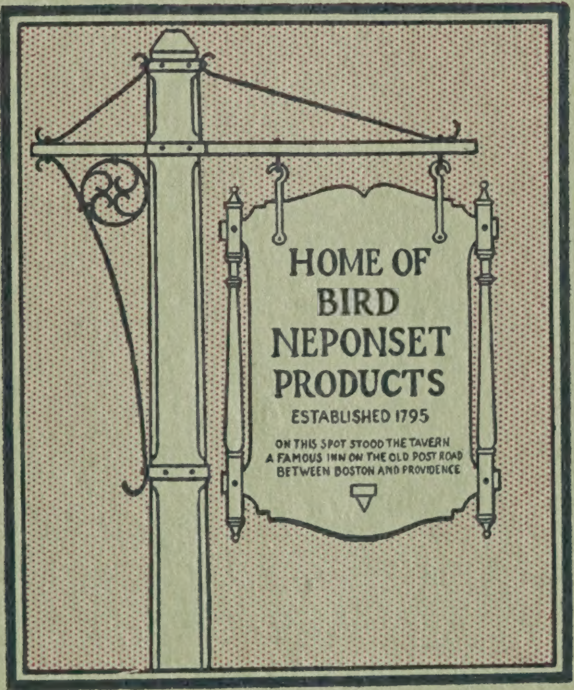
Team	Won	Lost	Per Cent
Office	33	39	.458
Engineering	30	42	.416
Paper Machines	26	42	.381
Roofing Machine Shop	22	42	.355
Undercoating	18	50	.264

NATIONAL LEAGUE

Team	Won	Lost	Per Cent
Roofing Machines	51	17	.750
No. 1 Box Shop Shipping	51	17	.750
No. 2 Box Shop	50	18	.735
No. 1 Box Shop	32	32	.500
Rug Finishing	27	41	.397

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXI NO. 4 APRIL 1933

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plant
Norwood, Mass.
Chicago, Ill.

Officers

President, Philip R. Allen
Vice-President, George R. Wyman
Vice-President, Elmer H. Bartlett
Sec. and Treas., Axel H. Anderson

Directors

Philip R. Allen
Axel H. Anderson
Elmer H. Bartlett
Charles S. Bird, Jr.
George D. Dutton
George C. Lee
John R. Macomber
Howland Twombly
George R. Wyman

SALES

Paper Sales Division
Manager, F. H. Hird
Asst. Manager, W. E. Hicks

Roofing Sales Division
Gen. Manager, P. H. Bailey
Eastern Mgr., W. E. Hale
Southern Mgr., A. D. Kilham
Western Mgr., W. W. Wilson

Box Sales Division
Manager, C. H. Andrews

Carton Sales Division
Manager, A. M. Claffee

EXECUTIVE

Asst. to Pres., R. C. Floyd
Treasurer and Comptroller, A. H. Anderson
Asst. Treas. and Credits, D. E. Merrill
Asst. Treas., H. E. Davenport
Auditor, W. C. Ahlgren
Purchasing and Traffic, A. H. Russell
Assistant, M. J. Hawkins
Personnel Manager, B. D. Rogers

Research
Director of Research, G. R. Wyman
Assistant, E. M. Lines
Chief Paper Div., E. L. Connolly
Chief Flooring Div., J. E. Graham

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. Wyman
Staff Engineer, B. H. Roberts
Manufacturing Staff, P. N. Hills
Gen. Supt., E. Walpole, C. W. Conrad
Supt. Paper Div., R. A. Wilkins
Supt. No. 1 Box Factory, R. L. Tupper
Supt. No. 2 Box Factory, W. S. Jackson
Supt. Felt Div., T. G. Henderson
Supt. Flooring Div., R. M. Wight
Supt. Norwood Rfg. Div., E. L. Chamberlain
Supt. Chicago Rfg. Div., J. G. Young

Branch Offices

New York, Chicago

Warehouses

East Walpole, Mass., Norwood, Mass., Chicago, Ill., Brockton, Mass., South Kearny, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. Allen
Vice-President and Sales Manager, H. E. Sawyer, Jr.
Secretary and Treasurer, A. H. Anderson
Eastern Manager, W. B. Rogers, Jr.
Western Manager, R. W. Westcott

Branch Offices

New York, Chicago

Warehouses

Albany, Baltimore, Brooklyn, Chicago, Cincinnati, Cleveland, Detroit, East Walpole, Hartford, Houston, Indianapolis, Milwaukee, Newark, New Orleans, Peoria, Philadelphia, Pittsburgh, Richmond, San Francisco, St. Louis, St. Paul, Syracuse, Washington

BIRD'S NEPONSET REVIEW

Vol. XXI April 1933 No. 4

Our Safety Committees—How They Function

IN these pages this month are pictures of all our Safety Committees for 1933. These are the men who have been chosen to direct the work of safety in our plants.

If we liken our Safety policies and rules to the framework of a house under construction, then we might further liken these Safety Committee men to the carpenters, bricklayers, plumbers, and other men who will build the house around this frame work, and the rest of us in the organization are like the materials from which the house will be built. The Central Safety Committee, to which the various Superintendents belong, is the "gang boss" which directs the work.

Flooring Safety Committee: Back Row, Gerald Hart, Guiseppe Lingo, Marion Kissel, Leo Bernier, Antonio Antonelli. Front Row: Charles Hooper, Robert Barss, Lauri Palonen, Felix Counter, Patrick Daley

And that, without exaggeration, is the whole function of the Safety Committee system—to build a structure of Safety for all of us.

Their work is very important, but it is not difficult to understand. In their ordinary work and daily contacts in various departments the Safety Committee members are constantly on the watch for dangerous situations. These they either correct immediately, by speaking to the men involved and showing them how to correct the danger, or else they bring up the matter in a local safety meeting. If it is a matter which can be settled by the local committee, action is taken at the meeting and the difficulty straightened out.

But there still may be other matters of safety which involve general policies and call for action by the Central Safety Committee. The various superintendents, who are Chairmen of their local committees, bring these matters of general policy before the Central Safety Committee where a definite decision is made.

Thus each unsafe practice or situation is checked and rechecked from the time it is first discovered until some definite action is taken so that the danger will be eliminated as far as possible.

Committee members are purposely changed from year to year because new men have new ideas. They see things that others may have overlooked.

Working with all these Safety Committees, attending all the meetings and aiding safety work generally all through the plants, is our Safety Inspector, Frank W. Fisher. Periodically he inspects every corner of the plants, on the watch for all sorts of hazardous conditions which might cause a fire or an accident. Whenever he finds a questionable condition he takes it up immediately with the local committee members, or with the plant superintendent, and the matter is corrected as soon as possible. When an accident does occur, he makes a complete investigation, together with the superintendent and foreman concerned, and they take whatever steps they can to prevent another like it in the future.

Main Mill Safety Committee: Back Row, George Wallace, Patrick O'Donnell, Harold Mc Neeley, Walter Bisdnack, and P. A. Guttormsen, Chairman. Front Row, Jesse King, Andrew Hazlett, Albert Gilmore and Joseph Marsh. James Schuller and Ernest Oakes are the other two members of this committee, not showing in this picture

Yet, in spite of all these committees and Mr. Fisher may say and do, they are powerless unless they have the backing of every worker. The carpenter building the house can't do a good job unless he has good tools and good materials with which to work. The "Safety Carpenter" is no different. We are the "materials" and it's up to us, individually, to cooperate in every way possible.

Help your committee man. If you see something which appears unsafe, report it to him. If he offers you a suggestion for working more safely, accept it and try to follow his instructions. He is there to help *you* be a safer, better worker.

We are entered again this year in both the National and State Safety Contests. It would be a wonderful thing if Bird & Son's name could appear among the leaders of Safety at the close of 1933. We made a great improvement in our record last year. Let's take another hitch in our belts and make the rest of 1933 as safe from accidents as humanly possible!

No. 1 Box Shop Safety Committee: Richard Sprague, Stanley Haste, Amos Davidson, Francis Donlon, Martin Connolly, Frank Welch, and Russell Tupper, Chairman

* * *

LOST TIME ACCIDENTS SHOW NO DECREASE

MARCH is not a month to be proud of as far as Safety Records go. The last three weeks of the month have been good, but in the first six days of the month there were *four* lost time accidents. Here is how they happened:

On March 1st Anthony Feeney, Stock Transfer Department, was moving a heavy roll at the back end of No. 5 Machine, to load it onto a car. While he was doing this another roll came off the winder and he was pinned between the two rolls, receiving severe bruises and contusions of the abdomen. He is still out.

On the 3rd of March William Gokey, Piper, was making a temporary platform and while handling a plank, drove a splinter into the 4th finger of his left hand, causing an infection to set in. He lost thirteen days.

March 6 ended with two more lost timers. Shortly after starting work in the morning Samuel Dunn, Coal Handling Department, while walking along the foundation for the coal hoist slipped and fell to the ground, a drop of about five feet. He dislocated and fractured his right ankle bone, which of course means that he is still out of work.

The second accident this day occurred at the Roofing Mill to George Lynch. He was unloading 100 pound bags from a truck and strained his back. He has not been able to return yet.

Sprains and falls still continue to be the cause of too many accidents. All the writing and talking in the world isn't going to remedy the situation. It is up to each of you individually to be your own safety inspector, to check up on your own careless habits. If each one will make it his own personal responsibility to see that he is not involved in, nor responsible for an accident, then we shall have no difficulty in making the rest of 1933 free from accidents. Can we count on YOU?

* * *

QUESTIONS AND ANSWERS

1. What section of the country is most responsive to salesmen at the present time?
2. How many kinds and colors of shingles and roll goods are made on No. 1 Shingle Machine?
3. When is the nurse at the Main Mill Hospital? At the Roofing Mill? At the Flooring Mill?
4. What department holds first place at present in the Safety Standing?
5. How many New Product suggestions have been received in the Special Contest?

Answers to these questions will be found on Page 5.

No. 2 Box Shop Safety Committee: Back Row, W. S. Jackson, Chairman; Victor Taggart, Herbert Johnson. Front Row, William Duquette, Charles Logue. The other member, Klemens Kaseter, was not present when the picture was taken.

A CHANCE TO SAVE MONEY

MR. GRADY, an instructor in Savings Bank Life Insurance, started Monday, March 27th, to visit every department in all the plants and office. This is the third time he has visited us. The first time was in 1928, and the second time in 1931.

During both of these visits he helped a large number with their life insurance. This time he hopes to interview everyone, and if he can show you how you can save money, and at the same time carry just as much protection as now, he will do so. Then it is entirely up to you whether or not you decide to make any change.

The management is allowing Mr. Grady to visit the plants because they feel that during these hard times everyone is anxious to save every cent he can, and buy the necessities of life, such as life insurance, as cheaply as possible.

Roofing Plant Safety Committee: Standing: Emil Anderson, Warren Manson, Nick Radzwill, Domenic Cisternelli, Granville Baker, E. L. Chamberlain (Chairman), Mike Damules. Kneeling: Alphonse Matthews, Egidio Ciopponi, John Pratt, John Kwiatowski, Mario Tomasetti

We hope when he reaches your department that you will have a talk with him and give him a chance to save you some money every week if he can. If it is to your advantage to continue with the insurance you now have he will tell you so. We suggest that you bring in the policies you have on every member of your family and let him look them all over. It will cost you nothing, it will cost us nothing, and it may save you a lot of money.

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BIRD CLUB ENTERTAINMENT

"SOVIET RUSSIA OF 1932" was the subject of a travel talk by Mr. Ewing Adams at the last Bird Club Entertainment held in Bird Hall on Thursday, March 16th. A large number of members and guests attended and enjoyed this "look-in" on a country about which we know so little.

Especially interesting were the scenes showing the wonderful mountain scenery in southern Russia—the Caucasus and the Crimea. This entertainment was in charge of a committee from No. 1 Box Shop, with John Locke, chairman and R. L. Tupper, A. D. Colburn, A. M. Kendall, F. H. White, H. L. Tower.

The Phillipsdale Safety Committee: Sitting: Charles Anthony, Patrick Clarkin and John Vargos. Standing, Albert Dyson, Rexford Salisbury (chairman), Leonard Carlson, and Joseph DeCosta. Michael Tuffy, the other member of the committee was not present when the picture was taken

The April meeting, scheduled for Friday night, the 21st, is to be an Athletic Night in charge of a committee with A. W. Smith as chairman. They promise us just as good a show, but entirely different from the one presented last year. Save this date now.

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TRUTH WILL OUT

An old lady walked into the judge's office. "Are you the Judge of reprobates?" she asked.

"I am the Judge of Probate," replied his honor, smiling.

"Well, that's it, I suppose," answered the lady. "You see," she went on, "my husband died detested and left several little infidels, and I want to be their executioner."

Chicago Safety Committee: Left to right, L. A. Lance, Robert Rush, Thomas Henehan, Solomon Baker, Marshall Meyer, Henry Warner, Frank Kruizinga, and Frank George

Roofing Machines Team Champions for Fifth Season

HAIL to the Bowling Champions—leaders for the fifth consecutive season—the Roofing Machines Team! In spite of coming within a point or two of tying with either No. 1 Box Shipping or No. 2 Box Shop, the Roofing Champions held their record and nosed out as winners of the National League. Then in the match on Monday, March 20th, they met the Office team, winners in the American League, and captured the season Championship by a margin of 62 points.

Roofing Machines Bowling Team—Champions for the fifth consecutive season! Left to right: Teodori Michienzie, captain; Alex Alexandrini, William Murphy, Samuel DiFlaminies, Thomas Smith, and Howard Everett, Manager

They rolled a total score of 1408, against the office score of 1346.

Howard (Bullet) White is the big individual star this year, holding High Individual Single String (150) and the High Three String (356). In addition, he carried off the prize for High Individual Average(99–35), although Fred Jonah of the No. 1 Box Shop Shipping team had the highest all-season average of 100-2. But Jonah had bowled a total of only 33 strings, which was three strings short of the 36 required to make him eligible for a prize.

As might be expected, the Team which took both single and three-string honors for the season was Roofing Machines. On January 12th they rolled up a single string total of 580 and a three string total of 1528—and no other team took the trouble to argue with those figures the rest of the season!

On Saturday, March 25th, the bowlers gathered at Holman Hall for their banquet, the awarding of prizes, and an evening of entertainment. Following one of Tom Holman's famous "guaranteed-to-fill-you-up" dinners, the tables were cleared, prize awards made, and a variety entertainment presented by five entertainers from Providence. Bowling banquets always guarantee a good time for those who attend, and this year was no exception.

We list below the standings of the two leagues at the finish of the season, and the twenty highest bowlers.

AMERICAN LEAGUE

	Won	Lost	Per Cent
Office	33	39	458
Engineering	30	42	417
Paper Machines	27	45	375
FB Machine Shop	23	48	319
Undercoating	19	53	264

NATIONAL LEAGUE

	Won	Lost	Per Cent
FB Machines	55	17	764
FX1 Shipping	54	18	750
No. 2 Box Shop	54	18	750
No. 1 Box Shop	35	37	486
Rug Finishing	30	42	417

HIGH INDIVIDUAL AVERAGE

Name	Dept.	Total Strings	Total Pin Fall	Average
Jonah	FXV1	33	3302	100-2
White	FX1	54	5381	99–35
Michienzie	FBP	51	5072	99–23
Geary	FXV1	54	5300	98–8
Dine	FX2	54	5281	97–43
Koebe	FXV1	54	5271	97–33
Alexandrini	FBP	54	5269	97–31
Clark	FX2	53	5137	96–49
Hoyt	FX2	41	3944	96–8
Johnson	FX2	51	4880	95–35
Fucci	FFN	33	3151	95–16
DeFlaminies	FBP	54	5111	94–35
Mack	Office	54	5108	94–32
Bergstrom	DMP	45	4257	94–27
Murphy	FBP	51	4806	94–12
Jarlis	FXV1	45	4232	94–2
McMahon	FX2	27	2538	94
Farris	FFR	54	5072	93–50
Farris	FXV1	54	5069	93–47
Bisdnack	DMP	45	4226	93–41

Office Bowling Team, which finished first in the American League: Back Row, Arthur Mellin and James Mack. Front Row, A. W. Smith, Captain, Frank Veitze and Robert Rodd

A SOUND ORGANIZATION

Composed of Employees of Bird & Son, inc.

PREVIOUS to the recent bank holiday I had often wondered if the members of the Neponset Credit Union fully realized that they are responsible for the success of their Credit Union. Also, did they really take an interest in it the same as they would in something personal they might own.

These questions were answered during the holiday. Not a single question was asked which referred in any way to the soundness of your Credit Union. Every member knew that his money was safe and would be ready for him when the holiday was over, provided he needed it. So much for that. There is one more thought I wish to bring to your attention.

From time to time, quite often in fact, we all receive a form letter from a financing association. It is true they will loan the money as stated, but their interest rates are many times higher than the Credit Union's rates. Your Credit Union has plenty of cash to loan to members who really need it for a provident purpose. The Credit Committee meets every Tuesday afternoon, and if you need some cash for any real worth while purpose your application is always welcomed. Of course, once in a while an application is rejected for reasons that seem best for the interest of all members. The Committee has had eleven meetings since January 1, 1933, reviewed one hundred seventy-five applications, and refused to grant only seven—and most of these would have been passed if the members had been willing to co-operate with your Credit Committee.

No further proof is necessary of the confidence the members have, than to study for just a minute the following figures. Notice how the assets have increased during the five years. Members are always increasing their investment in the shares.

Year Ending October 31	Assets	Members	Shares	Savings
1928	$ 95,409.00	1158	$36,955.00	$46,584.39
1929	104,310.94	1248	40,168.75	47,855.70
1930	127,713.99	1235	65,622.12	42,524.52
1931	133,101.13	1276	71,470.22	42,011.27
1932	137,209.29	1278	74,407.49	41,617.88

The savings have fallen off just a little, but not much considering that all of our incomes have been reduced during this period.

If a non-member, employee of Bird & Son, inc., reads this article, I hope he or she will miss that feeling of satisfaction the members have and decide at once to join.

An application or further information will be gladly furnished by any Director, Superintendent, Foreman, or by the Credit Union Office, Department GC.

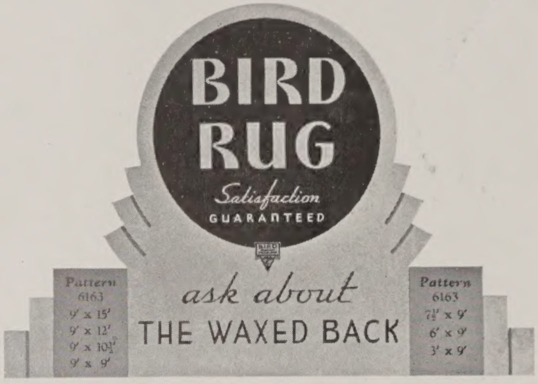
A. W. Smith, Treasurer

OUR NEW LABELS

HAVE you seen the new Labels for Bird Rugs? The picture on this page does not do them justice, because it doesn't show the color scheme.

Gold, black and bright orange, with the gold predominating are harmonized into a very "snappy" identification label. On the orange panels at the side is space for Pattern numbers and sizes.

The Advertising Department is to be congratulated on bringing out this very effective new label which will add much to the attractiveness of our displays in retail stores.



The new Bird Rug label

IN SPITE OF THE DEPRESSION

WE have just learned that for the year 1932, of all industries located on the New Haven railroad lines, Bird & Son stood first in the number of cars handled. This refers to the total number of incoming and outgoing cars for all products.

This of course has been our record for many years in good times, and it is good to know that we are still doing sufficient business to hold our leadership in tonnage of goods shipped on the New Haven.

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Answers To Questions On Page 2

1. New England.
2. 110 different kinds and colors of shingles, and 35 different kinds and colors of roll goods.
3. At the Main Mill Hospital every day from 10 A. M. to 12, and 1 P. M. to 5. At Roofing Mill every day from 8 to 8:45 A. M. At the Flooring Plant from 9 to 9:45 A. M. every day.
4. No. 2 Box Shop. This department has worked since May 29, 1931, without a lost time accident.
5. To date (March 22) more than 275 suggestions have been received.

'WAY DOWN SOUTH

FROM wild, stormy New England weather to the balmiest of tropical climates, and then back to wintry New England again was the experience of Mr. Bartlett and Mr. and Mrs. Wyman on their vacation cruise to Bermuda, Nassau and Kingston, from January 27th to February 16th. This is the first time in about 30 years that our two Vice-Presidents have been able to take a trip together.

They left Boston in the teeth of our worst storm of the winter and spent a rough two days getting to Bermuda, so rough in fact, that their ship was not able to dock until Monday, January 30th, although they were scheduled to land the day before. Here they stayed until Tuesday, visiting many places, one particularly interesting spot being the famous Crystal Caves. Of this trip Mr. Bartlett wrote, "The sight is one of sublime grandeur—one cannot describe such beauty . . . there is a rise and fall of tide in the caves of one to three feet, and the water so clear you could see a pin from 10 to actually 50 feet down . . . many formations in the caves looked like bacon, squirrels, candles, gothic columns, etc. in beautiful colors from pure white to brown, yellow and grays."

Vice-President G. R. Wyman, Mrs. Wyman, and Vice-President E. H. Bartlett on a shopping tour at Kingston, Jamaica. How do you like Mr. Bartlett's hat?

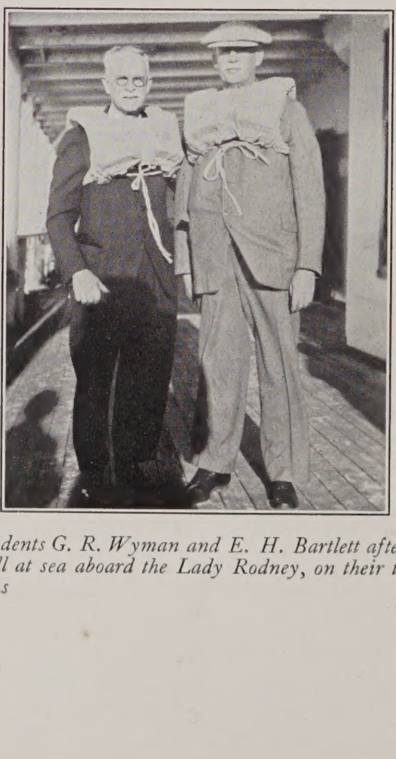
The weather was still rather rough Tuesday—so much so that Mr. Bartlett's dinner tray was upset, breaking dishes until the room looked as he described it, "like a bull in a china shop"! February 1st, Wednesday, their first really fine day, was spent at sea; they finally reached Nassau on Thursday afternoon, for only a short stay over night, then to sea again, heading for Kingston, Jamaica. Here they landed on Sunday, February 5, for a stay of three days, sight-seeing, visiting and shopping (see the accompanying picture). On Monday they enjoyed a long drive through beautiful mountain country, and on Tuesday took a motor boat trip along the interesting water front.

Tuesday night they left Kingston and spent Wednesday and Thursday at sea, enjoying the fine tropical weather and beautiful moonlight nights.

Friday was spent at Nassau where they stopped long enough to ride in a glass bottomed boat and see the wonders of the sea life—corals, sponges, fish of all colors, and beautiful sea weeds and grasses.

Saturday, they put to sea again heading back to Bermuda, landing there on Monday, February 13, Mr. and Mrs. Wyman to do some city sightseeing, and Mr. Bartlett to take a trip to St. Georges, about 22 miles distant from Hamilton.

Early Tuesday morning they weighed anchor and started back on the last lap of the journey. Mr. Bartlett was up to see them start and describes the scene: "It was one of the prettiest sights I ever saw. . . . The moon was hung on the port side of the ship, and the Gibbs lighthouse from the shore sent out brilliant flashes. As the sky began to light up the white houses stood right out among the dark green hills as though they had just been washed and polished—and then the sun rose as if from a hill, great, golden yellow tinting the clouds and prophesying a glorious day."



Vice-Presidents G. R. Wyman and E. H. Bartlett after the life-boat drill at sea aboard the Lady Rodney, on their trip to the Bahamas

Wednesday the weather began to be rough again, delaying their arrival in Boston until about 1:15 Thursday afternoon, with snow in the air, reminding them that winter wasn't over yet.

All the details of this trip have been culled from Mr. Bartlett's very complete and interesting "log" of the voyage, which he kept from day to day. We are very much indebted to him for the use of this, and also for the pictures which he has given us permission to reprint.

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POINTS FOR THE VEGETABLE GARDENER

GARDENING on a small scale in the back yard or an adjoining lot, promises to be a very popular sport this coming summer. April is the month to complete your plans and preparations if you want a successful garden in July.

The Extension Service of Massachusetts State College offers the following suggestions as a general guide to successful "farming" on a small scale. By following these hints you should be able to grow a fine crop in your backyard garden with good results and little or no lost motion.

1. In the small garden make every foot of land work all the time. When one crop is harvested another should take its place if there is sufficient time and room for its proper growth. Lettuce, spinach, peas or beets will be out of the way when it is time to plant late cabbage, cauliflower, tomatoes, peppers or beans. Beets, spinach, beans, or turnips may follow early cabbage, corn, peas or beans. This is known as succession cropping. Lettuce, spinach, or radishes may be grown between the rows of the slower growing crops such as cabbage and celery. This is called companion cropping.

2. Crops requiring a large amount of space, such as potatoes, corn, and squash, should not be considered for the small garden. Tomato vines should be trained to stakes. Tall peas may not be quite so early as the dwarf varieties, but when brushed they take up less room and yield a larger crop.

3. Cauliflower, onions, lima beans, head lettuce, celery and melons often fail because of poor soil and weather conditions, or slight errors in culture. Unless you are experienced, it is better to limit the amount of space given them and devote the area thus saved to more certain crops.

4. Make the rows straight. A good garden line is as necessary as any other garden tool.

5. Do not crowd. If the soil and moisture conditions are satisfactory, the distances recommended on the seed packages are none too great.

6. A few minutes every day, or a few hours every week, are much better both for the garden and for you than a full day or two every month. An hour's weeding in time will usually save several hours of work later. (Bird Paper Mulch laid between the rows will save many hours of weeding and conserve the moisture. The rolls may be ordered through our sales department.)

7. Vegetables are largely water. An even supply of moisture is required for the normal growth of the vegetable plants. This is why manure or some other humus is so necessary in the vegetable garden. It conserves moisture and gives it up as plants require it. If you use a common garden hose, be careful to soak the garden soil thoroughly at regular intervals.

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DOCTORING YOURSELF IS A DANGEROUS GAME

IN pioneer days", says a recent issue of Hygeia, "when physicians had to travel slowly in buggies or on horseback over almost impassable roads, our grandmothers could be excused for keeping simple remedies on hand for use in emergencies or for administering before the arrival of a doctor.

"Such remedies may have been harmless, but this cannot be said for many of the patent medicines, headache cures, sedatives and heart stimulants sold along with lip sticks, tooth pastes and chocolate bars at the corner drug store these days.

"With a telephone in practically every home and an automobile in every doctor's garage, there is small excuse for delay in having sudden illness expertly diagnosed and correctly treated."

Certainly there is no excuse with us here at Bird & Son, as we have three benefit doctors, any one of whom will come to our homes, treat and care for us for as long a period as six months without any charge for their services whatsoever. This is one of the great services rendered by our Employees Mutual Benefit Association. For the small sum of not over eighty cents a month we can provide ourselves with the best of medical attention at any time, and in case of extended illness of a week or more, collect substantial sick benefit money besides.

It never pays to gamble with your health—to *guess* that this medicine or that tonic will fix you up. It's a safe rule and a wise one to take medicine only on the advice of your doctor.

"Cut out self-diagnosis and self treatment. Stop consulting your neighbor about your aches and pains. See your doctor or call at the Hospital instead."

You wouldn't consult your dentist if something went wrong with your car. Why expect a paper maker or an office worker to be able to give you better health advice than your own physician who is specially trained for the work.

BIRD'S
NEPONSET REVIEW

Vol. XXI. APRIL 1933 No. 4

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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Fame is a vapor, popularity an accident, riches take wings. Only one thing endures, and that is character.

Horace Greeley.

SUPPORT THE PRESIDENT

MARCH 31, 1933—In the short period of twenty-seven days that President Roosevelt has held office an amazing amount of legislation to relieve the present situation has either been completed or well started on the way to successful completion.

The President has handled well a very difficult banking situation, putting the entire nation back on its feet financially in less than two weeks, restoring confidence in our banks, and making hoarders as unpopular as war-time slackers. He has fearlessly put through an Economy Bill which has killed the effectiveness of one of the most powerful lobbies in the history of Congress and which will save the nation $500,000,000 annually. The promise of action on Prohibition has been fulfilled, with the passage of the Beer Bill, and legislation on unemployment, farm relief and control of the stock market is well under way.

In four weeks' time he has accomplished more than many Presidents have been able to accomplish in four months. Why? The answer is simple—he has had the backing of practically the entire Congress and of every patriotic and right thinking citizen of the United States. By his prompt action the very day he took office he inspired confidence and the whole nation turned to him for leadership.

But we are not entirely "out of the woods" yet. There are going to be months ahead which will call for just as much courage and just as great leadership as the month just passed. Problems of the greatest concern still have to be met—farm relief, tariffs, war debts, unemployment, and foreign policies. Both Europe and Asia are on the verge of conflict, and their actions are sure to affect the United States.

Gigantic Task

President Roosevelt still has an enormous task ahead of him. He can not possibly complete it successfully alone. He needs the confidence and full support of every loyal American. He does not want us to follow him blindly, but neither does he want petty arguments to hold up important legislation. By popular vote we have chosen the men whom we wish to have represent us in Washington. We decided that last November, now it is up to us to support them and the President, and see to it that they bring immediate action.

Says Rear Admiral Richard E. Byrd, Chairman of the National Economy League: "This is no time for dalliance. We have lost patience, and rightly so, with sloppy legislative procedure, nonsensical "filibusters", and the sacrifice of the common weal to party advantage. . . . The best way to help the President is to notify your Congressman and your Senator of your convictions. Notify them by direct letter, and by petition and in any other manner possible. The voice of the voter, properly applied, is a voice which no representative can well ignore—and now is the time that this voice should be raised."

This was said with reference to measure for economy—but it applies equally well to any important measure which comes before Congress. It is your right and privilege as a citizen to express your beliefs as Admiral Byrd has suggested. Write today to your Congressman and Senator.

Let's not lose this spirit of cooperation that we have developed since March 4th. Support the President with all that is in you.

Now is the time to show your real patriotism!

LIBRARY NOTES

by

Annette S. Blaney Librarian

A large proportion of book lovers are those who have enjoyed the companionship of books from their earliest years, yet others have acquired the habit of reading later in life for various reasons.

Perhaps a desire for information may lead to an exhaustive study on a special line from all books obtainable, so that a pursuit in life is entirely changed. If so deeply interested in this one subject alone, a student may have too little perspective and his range of ideas becomes narrowed so that he may lose much pleasure and power for growth. To obviate this, good reading on broad lines offers great possibilities, and is an opportunity open to us all.

Our new books this month include:

Books of discovery, exploration and adventure—

The Sea Devils Fo'c'sle	Lowell Thomas
Tigers, Gold and Witch Doctors	Bassett Digby
On the Trail of Ancient Man	R. C. Andrews

Stories of the life of great men—

Lord Lister	Wrench
Life of Benito Mussolini	Sarfatti
Life of Edison	Bryan
Autobiography of Joseph Jefferson	

Science:

Science, Old and New—J. Arthur Thompson. A study of natural history and sciences relating to it.

Philiosophy:

Solving Life's Everyday Problems—James Gordon Dilkey discusses ways of living a happier and more efficient life.

Philosophy of the Good Life—Dr. Charles Gore. A series of lectures on moral philosophy showing the interpretation of the good life as taught by the famous moral leaders from earliest times.

Fiction:

House of Dr. Edward	Beeding
Cherry Tree	Bell
Kingdom to Colony	Devereux
Range Maverick	Friend
Robin Hill	Larrimore
Family Circle	Maurois
Dwarf's Blood	Oliver
Four in Family	Pakington
Black Tolts	Raine
Teef Tallow	Stribling
Jonathan Drew	Ward
Sam in the Suburbs	Wodehouse

❧

FAITH IN BIRD & SON

IN a recent letter to Mr. Hird, Mr. L. S. Wharton, salesman in Southeastern Texas, wrote the following paragraphs. He expresses here perfectly the faith and loyalty which all of us feel toward our company. We are glad to quote from this letter, because we know that this sort of loyalty on our part is what is going to carry us all through to brighter days.

"I received bulletins from the Roofing and Floor Covering Divisions assuring us that Bird & Son would be able to ride out the storm, as tho we didn't know this already. Hasn't the old ship weathered every other storm that has beset it? It has lived thru panics and depressions, thru wars, both civil and foreign, ever to emerge as a beacon light of hope to those who might want to build their business upon that same rock foundation of fairness and honesty.

We often refer to Bird & Son as the 'Grand Old Institution'. Let me remind you that it is not grand because it is old, but old because it is grand. Because it has been true to the precepts and example of right living and right thinking, it has lived to an old age."

❧

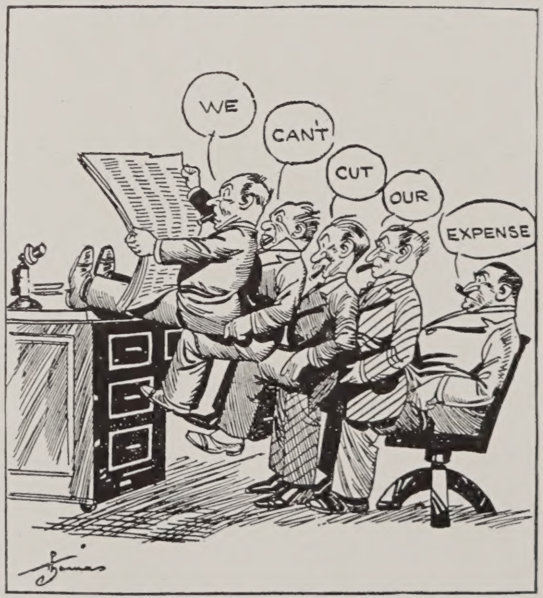
DO YOU AGREE?

DO you find difficulty in paying all your bills promptly? It is quite likely that many of us, in these days of reduced income find it perplexing and sometimes embarassing when we are unable to make promised payments on time.

An article in "Telephone Topics" suggests a good way to meet this situation, and we pass it on to you. This writer says, "If we find we can not make a promised payment, why not go to our creditor and make a new agreement with him? It is the honest and upright thing to do and will help maintain our good credit standing. He is entitled to an explanation of our financial condition and an assurance of our intention to pay our bills eventually."

❧

THE OVERLAPPING GOVERNMENT JOB



—From the Detroit News

This sort of thing must stop!

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
Elizabeth Lawson
Albert Kimball
Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Ruth Milliken

Seems queer, but Rose Silverman has an idea that she is better able to hear if she removes her glasses.

Harry Hey stood up quite well under the recent bank holiday. It seems his money was "tied up" in the Credit Union.

There is no doubt about who the Big Sneeze of the Accounting Department is. John Andrews carries off all the honors in that line.

Ann Mahoney and Martha Clem made a flying trip to New York recently. They went down on a Friday night and came back Sunday night. A marvelous time is reported.

Just as we had another nice story all prepared about John Puckey's famous Se Doto, John up and buys a new Nash and spoils our plans. It's a good looking car, anyway, John. Let's hope this one doesn't break down on the way to Springfield!

Bird & Son Apprentices, five of whom have already been taken into the company and given regular positions. Back Row: Ellman Smith, Main Mill; John L. Hutchins, No. 2 Box Shop; Edmund Fitzhenry, Accounting; Russell O. Ferguson, Flooring Plant; Amos Hilton, Electrical Department. Front Row: Charles Sumner, Credit; John Landers, Roofing Mill; Edward T. Costello, Main Mill Laboratory; Leroy Cobb, No. 1 Box Shop; and Peter Glebus, Main Mill. Those who have been taken on as regular workers are: John Hutchins, Edward Fitzhenry, Charles Sumner, Edward Costello and Leroy Cobb

Other automobile news of the month should include Al Shaw's new Pontiac, and Dick Thomas' automobile accident on the Newburyport turnpike. Ask Dick what a thrill it is to hit a car broadside.

Herman Pollock has left us to go back to Chicago from whence he came only a few months ago, His friendly manner won him many friends during the short time he was here, and all wish him the best of luck.

Catherine Dowdie, Agnes Flood, and Carolyn Delaney have joined the now rather long list of girls who have recently bobbed their hair.

Gertrude Brady came in on a Monday morning not so long ago grunting, groaning and limping. She claimed she went for a walk and finished up with about 11 miles to her credit. All we have got to say, Gert, is that it's more than 11 miles from Middleboro. What have you got to say for yourself.

Several of the girls from the office enjoyed a delightful Bridge Party at Irene Milesky's a short time ago. Soon after the same group of girls journeyed to Hyde Park and attended another Bridge Party at the home of Alice Conley. The tables were decorated for St. Patrick's Day and from all reports Alice certainly showed her "Irish."

One of the most beautiful showers of the season was tendered Miss Catherine Mahoney at her home on Plimpton Avenue, Norwood, Mass., Friday, March 10. Catherine is soon to become the bride of Mr. Edmund J. Padden of Hyde Park. We wish them the best of luck and happiness in the years to come.

Joseph Erker is taking Herman Pollock's place. He formerly worked in the Accounting Department.

Pat McDonald "went and done it." She is now the proud owner of a Pontiac.

We are wondering why it is that Peg Corcoran always takes a Monday afternoon off when she has a half day coming to her for working Saturday mornings. What is the matter with all the other days in the week, Peg?

Who owns the beautiful black onyx ring that adorns the third finger of Veronica Makarevich's left hand? She has confessed that it comes from Salem, but what we are interested in is what is his name.

Dorothy Lynch, Marion Smith and Mary and Alice Bannon went to Washington to attend the inauguration, which they say was a grand affair.

Edmund Fitzhenry and Charles Sumner who were working as apprentices, have secured regular positions.

Sophie Eppich celebrated her 2–th(?) birthday on March 17th. There were no refreshments served.

Agnes Foley was out on "sick leave" for a week but came back looking as healthy as ever.

We understand that there are certain girls who are anticipating their "first" visit to a real, honest-to-goodness barroom, brass rail and all. Many "Stew Mondays" are expected.

Whose Ford "Roadsters" have been seen parked around Eleanor Whitehead's home lately?

Imagine Gladys Duncan's embarrassment when she discovered she had driven all the way to Norwood towing a toy cart which somebody had tied onto the back of her Ford!

Mary Kelliher is a recent member of the bobbed hair class.

One of the latest fads among the men is carrying umbrellas, since it has been noticed that Dick Thomas has resorted to this during some of the recent rain storms.

Betty Lamore gave the girls a recipe for a delicious chocolate cake recently. We suggest, Betty, that we will all enjoy it more if you bring in the cake!

Leo Hagerty has been suffering with cold feet since the beautiful blanket disappeared from his desk.

We all enjoyed the candy Florence Nichols passed around the department. We wonder who the Sir Walter Raleigh is who is bringing her candy!

We are glad to welcome Charles Sumner as an addition to the Credit Division. According to anonymous memorandums received by him from a certain Department he seems to have already found favor—keep up the good work, Charlie!

Congratulations to Ralph Hall, who became a proud father of an eight pound boy on March 25.

Bill Nelson, Roofing salesman in Northern Maine, recently secured an order for 90 squares of shingles in competition with the most severe of "competitors"—Old Man Winter. He had to snowshoe nine miles out to a camp. After reaching the camp a blizzard came up which forced him to remain there overnight, returning by snowshoes in the morning.

One afternoon Henri Davenport's overcoat became overheated (or something), after coming in from the cold, and having smoldered for some time, it was finally detected by the sensitive nostrils of one of our co-workers. The fire was quickly extinguished and the damage done to the coat has been satisfactorily repaired.

Have you heard about the two new mermaids in our midst? Mary Conton and Nellie Shergals have been learning the fine points about swimming all winter at the Boston "Y. W." and now we understand they are ready to swim the English Channel.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah
Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Fred Duncan, Frank Whitehead and Walter Sword, Jr., staged a one-act play some time ago entitled "Hot Pepper." Dutch Harland and John Muse were the spectators—in fact John Muse was the author too, as it was he who offered these gentlemen some "olives," which turned out to be red hot peppers in disguise!

If you are looking for Ed Geraghty any night, you will find him over near Fuller Avenue inspecting the house which is to be his new home in the very near future.

John Spillane now specializes in ladies hair cutting—at least he has offered to go into the business, although we hear that no woman has dared take up his offer yet.

What's the difference between a lawn mower and a lawn roller? James Costello says there isn't any. He was sent up to Sam Kay's house to borrow a roller and came back with Sam's best lawn mower!

Bob Hood has just finished giving his 1912 Dodge Sedan its fifth coat of paint to see if it will hold together for another year. The new color is "fishscale blue."

George Stone had a night mare a short time ago, walking around the house and scaring everybody. However, as it happened during the day time (George was working nights) we suppose it should be called a "day horse" rather than a "nightmare"!

Phillipsdale, R. I., Mill

V. D. Szukalla
John Matcha
Gladys L. Dovis
Dell F. Lydon

Clarence Pierson has announced the birth of a daughter on February 27.

We are sorry to hear of the death in Portugal of Manuel Rodriques' father.

Helge Holter, Charlie Sinnett and Albert Carlson went clamming the coldest Saturday this winter. Just what to say about people who go clamming on such days we don't know.

It is rumored that Tony Alves, the oiler, had a narrow escape on his way home while celebrating St. Patrick's Day. Tony had a high silk hat with a large green feather in it and if the police hadn't come to his rescue he may have been badly mussed up. This scare caused Tony to stay in the house three days.

George Hawley is getting to be quite a weather prophet. For the last three weeks he has had his car washed the day before a rainstorm.

The East Providence Safety Council has received notice that East Providence won second place in the Automobile Safety Contest conducted by the National Safety Council in 1932. In this contest were fifty-one other towns approximately the same size as East Providence. We are quite proud of the fact that our Mr. Henderson was president of the Safety Council at this time.

Herb Chamberlain has been going all over Rhode Island and part of Massachusetts looking for the right kind of woods to use in a chess set which he is making.

Red Harrington's Pierce Arrow is now serving a useful purpose. It is set up out in Seekonk as a chicken coop and Red says that he is finally getting his money back.

BOX FACTORIES

East Walpole, Mass.,

No. 1 Box Shop

Genevieve Pare
John P. Walsh
Earl Boyden
Ralph Farris

Albin Lamminen is the proud father of a baby girl, born March 4th.

Wanted—someone to promote a debate between Sam Hunter and Henry Dowdie. The subject will not matter, for these two Scotchmen seem to be able to argue on anything.

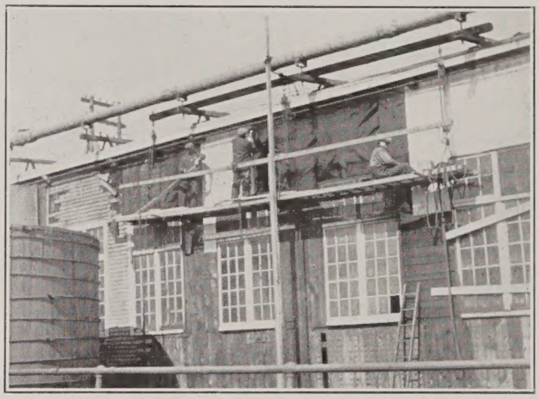
If you don't believe that Bill Downing wears pajamas to work, ask the girls in the Solid Fibre case department.

Herman Lauble took his first step toward Broadway by taking part in a stage play at Westwood recently.

Henry Dowdie now hangs his hat at 78 Highview Street, Norwood. The change brought about new ideas in the mind of the former clam and pigeon king. He has decided to do some farming in his idle moments. Despite the bank holidays, he reports that he is making rapid progress in the way of developments around his hillside stock farm. To date he has one duck and a drake. His next problem is building a home for them for they are growing tired of living in an orange crate. He also intends to purchase a pig, if he can procure a caretaker for it. Possibly Jack McEwen can help him. We hear that Jack is quite interested in this line of work.

Best of luck, Henry, and don't forget the rabbit house, of which considerable comment has been made!

Sam Hunter has been seen walking through the Park about midnight with his little chow pup. After Sammy has been doing jig saw puzzles until a late hour his head starts swimming, so he does this to keep his mind from wandering.



Now that the roof over No. 5 Machine room has been nearly completed, work has been started repairing the side walls. Here are three of our men working on the job on March 17th

No. 2 Box Shop

John McMahon
Martha McLauchlan
Frank Eisenhaur
Ambrose Fitzpatrick
Alma Walsh
Anna Duffy

Bring 'Em Back Alive is the name of this story by Peter Bridgham. He has gone in for big game hunting and is now Frank Buck's biggest rival. He has quite a few skunks to his credit, and if he gets two more he will be a bigger act than Eddie Rickenbacker. The other morning he went to look at his traps and what a surprise he got. It wasn't that kind of a cat, in fact it was somebody's poor innocent house cat that stopped for a bit to eat and was detained until Peter came along to release him. So-o-o, folks, any time you can't find your dog or cat, call on Mr. Bridgham. He may have him in cold storage for you!

Anna Duffy is having a hard time lately trying to avoid No. 2 Box Shop workers in and about Norwood. Every time she and the boy friend go shopping or to the movies, the gang all tell her about it the next day. The funny part of it is that she never sees them. Love must be blind!

Minnie Sline buys her peanuts by the pound when she goes to the movies and then she eats half of them and leaves the other half on the floor. Is my face red!

Messrs. Fitzpatrick, Curran and Bigelow, have sent in their applications to the American Bar Tenders Association. In preparation for their debut they are making a serious attempt at growing a moustache, but the result is discouraging. By April 6, however, their upper lips will be in full bloom.

Congratulations to Frank Eisenhaur who has just received his certificate showing that he has passed the course in Advanced First Aid. Frank acts as assistant at the hospital when the nurse is not around and he does a fine job at it, too. If you keep on as you have started, Frank, it will be "Dr. Eisenhaur" in a year or two!

Some of the girls in the Box Shop were told that the future was very bright for all of them. Here's hoping it proves so all around.

John McMahon has become a short wave radio bug so if you hear any commotion on your radio it's only John talking to his Chinese friends.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

William Bothwell *John White*
Stanley Phillips *Walter Cyr*
Edward Hiller

Items of Interest:

Shorty Cave is our tallest man—six feet, five inches.

Domenic DelGrosse is our shortest man—five feet, one inch.

Jim Belcher is our heaviest man—225 pounds.

Anyone claiming honors from these men please report to your correspondents.

We are glad to see Angelo Melino back to work after a long illness.

If anyone wants to be well versed in politics he has only to listen to James Quinn, John Hurley, John White and Arthur Balduf any noon time at the brigade room.

Ruel Fulton and William Bishop must be pretty sure of beer coming back for they are growing strainers on the upper lip.

Clinton Cave doesn't claim to be a heavyweight wrestler, but he surely stood Gould's trailer on end in jig time!

Congratulations to the Roofing Machines Bowling Team for winning the Championship for the fifth consecutive year. The team has remained intact up to this year when William Murphy replaced Paul DeLaiarro.

Also congratulations to Ted Michienzie, Alex Alexandrini, and Sam DeFlaminies, who with two others won the Fraternal Bowling Championship of Norwood.

While congratulations are in order, let's not forget to congratulate two proud fathers—Luigi Cicoloni, the proud father of a 9 pound boy, and August Purpura, the proud father of a girl.

Newell Tibbetts is now working in the Paint and Cement Department.

Milton Beasley has learned that it is risky business to crank a cement mixer without a nose guard.

The strain of having the banks close was too great for James Weir, messenger. He rode his bicycle home to dinner and walked back, thinking he had let Carl Rafuse take it. What's the matter, Jim—ladies or money, or both?

We extend our sympathies to Lionel Ross on the death of his mother.

A Swell Joint, a chicken sandwich apiece, and then a bill for $6.00 a couple, plus extras! That's the sad experience of Charlie Chorlton. Oi! Oi! Oi! Better pay as you enter next time, Charlie—or else buy the place!

Stanley Phillips, one of our tennis stars, has now gone into the business of restringing tennis raquets. He guarantees 24 hour service, and further guarantees all his work for fifteen days. Prices, he tells us, are reasonable. We predict a busy season for him as soon as the hay gets swept off the tennis courts.

Our new Dura-Green color in all roofings is becoming quite popular.

Mike Rosloff is helping to keep our wheels turning, having shingled his house recently.

John Caulfield has been out with a slight cold.

The Shipping crew now have a time clock of their own in the Shipping office.

It is not known exactly whether it is a case of absolute necessity or pure economy, but it seems a car belonging to Ralph Kemp is being pushed around the mill yard quite regularly by the many philanthropic owners of reliable cars.

Ed Wenstrom is collecting Irish stamps.

Frank Billota has returned to work after a long illness.

We are very glad to see "Charlie" Seavey back with us once more. The zeal that he shows in chewing his usual cud of gum proves conclusively that he is perfectly all right, now.

Both Jimmy Wier and Jim Belcher display a vivid discoloration of the optical epididermis on the side of the left orb. Although the symptoms are quite evident it is very difficult to determine the cause of this trouble. However, a good rule to follow in cases of this nature is to: "Cherchez la femme."

Joe Geraghty is now a member of the Asphalt Storage Department. He makes a boast that he is able to give you a sample of any kind of asphalt that you wish, right from the very work-clothes that he wears.

For many months the adroit and resourceful Jimmy Hanley, has been trying to acquire a certain stamp collection belonging to Ed. Lincoln. According to Ed. the acquisition will not take place until Mr. Hanley stops talking of exchanges, barters, etc., and mentions some pecuniary offer.

We are all ready now for two prospective bridegrooms. Watch the Review for further details.

Frank Michienzie has been transferred from Finishing Department to the Yard.

Harry Dresser has purchased another Reo car.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

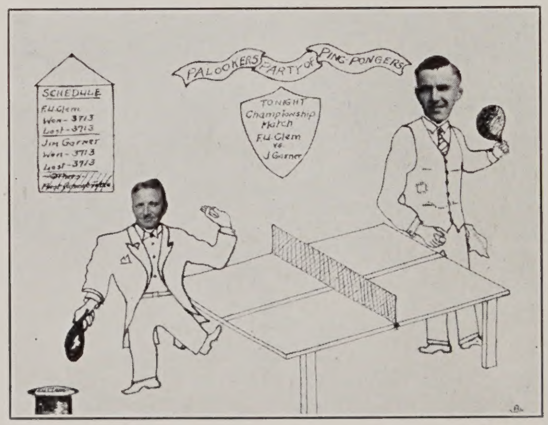
John S. Smith *Charles Miller*
Tom Rogers *Lester Evans*
Arthur Cripps *Laurence Gammell*

Another new avocation at the Flooring Plant—Arthur Cripps is our new meteorologist. He has gone so far into the science of this interesting subject that he now makes the weather. A member of his staff, Arthur Balduf the electrician, has the electrical storms under control after months of experiment.

Has anyone a spare exercise machine to lend Carl Rafuse so that he can build himself a chest to match those broad square shoulders of his? Carl is the messenger boy, if you want to get in touch with him.

The latest addition to the store room is a black and white cat. We think it is a tenor!

We are surprised to see Mr. Winchell is the form of Lester Evans. We all thought that celebrity was "Mickey Mouse?"



The Ping Pong Champions mentioned in the notes posed for their picture the other day, and here they are

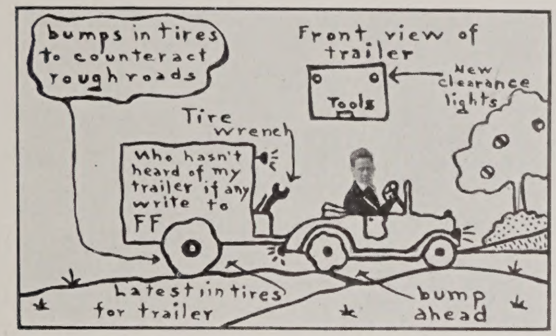
Is there anyone who hasn't heard about Win Schaier's trailer? From all the stories we have listened to, it must be a wow. It is complete in every detail, including lights and a canvas top. There is also a tool box to hold odds and ends, not to mention a special number plate for trailers. As to performance, Win claims it doesn't rattle or bang when loaded with two ton of gravel or cords of wood. Speeds up to 60 miles an hour are O. K. but after that the trailer starts to pass the car. We are showing a picture of this remarkable outfit in this Review. Gaze and wonder!

Lester Evans has a new shiny Black Buick and we guess lots of girls hearts beat faster when they think of the rides they'll get in the new car.

All eyes are watching John Macchi these days. John surely can straighten out town meeting difficulties.

Will Walker the Town Cryer was the radio announcer at the Norwood Town Meetings. How do you get all these fancy jobs, Bill, Technique?

Frank Clem, the great ping-pong artist, was badly beaten by Jim Garner and his only excuse was that the table had a bad glare on it. It's funny the glare didn't seem to bother Jim, or any other members of the tournament. Frank was quite upset by the defeat, so much so that he got up an hour early the next morning to practice up on ping pong. One whole hour in the morning means a lot as he likes to sleep, but we guess he likes to beat Jim Garner better.


bumps in tires to counteract rough roads
Front view of trailer
Tools
New clearance lights
Tire wrench
Who hasn't heard of my trailer if any write to FF
Latest in tires for trailer
bump ahead

Here is Win Schaier and his new trailer. This trailer was invented, designed and built by Win. He is thinking of going into the trucking business with it and may carry Bird Club members to the place of their next outing

Arthur Balduf broke the ice. His first swim of 1933 was March 10th. It's great to be rugged, Art!

Nelson Phillips had a bill from the Norwood Hospital on March 15th. Congratulations, Phil! It was a boy.

Noon and night there is always a lot of competition to see who will give Sally Milesky a ride home from work. To have two or three cars stop beside her with offers for rides is nothing to her. So far Tony Tamaskanas is ahead in the number of rides per week. Tony has the advantage with his nice shiny Rockne Coupe.

John Healey received congratulations on February 24 on the birth of a daughter.

CHICAGO MILL AND OFFICE

Roofing Division

John Matcha *Dell F. Lydon*

Frieda Leonhardt spent a recent week end visiting Niagara Falls (no she did not get married) and reported 4000 cars had passed through Niagara City during the 20 hour period when for the first time in many years the Falls were completely frozen over.

The Lost and Found Department at Dwight, Ill., telephoned in they had picked up one of our drivers who had been lost in the snowstorm. It turned out to be none other than Tom Cooling who was on his way into Chicago with the Expando car. He was made comfortable for the night with the assurance that he would have a snowplow escort into Chicago the next day.

As we go to press on the eve of the first day of Spring Chicago is being visited by a sleet storm which has turned our parks into a crystal fairyland.

Bob Brebach was called to the City Hall recently and advised to hold himself in readiness for a call for jury service in April or May. He is assuming they mean 1933.

If we are to judge by the number of folks wearing green on March 17th, St. Patrick has many sons and daughters at 76th Street. We are not quite sure of the count as Herman Pollock surrendered his green handkerchief to Marge Thompson who neglected to display the badge of her ancestry.

Marshall Meyers is still faithful to the wearing of his copper wrist band to which he gives credit for the cure of his neuritis or what have you.

We are sorry to learn of the serious illness of Mr. Rogers' wife.

A "returned goods" package labelled Herman Pollock has been received and welcomed home. We are glad to have him and Herman says he's glad to be here.

Gordon Wikelund is leading the parade so far this month in number of cars turned in. Congratulations Gordon.

Flooring Division

V. D. Szukalla *Gladys L. Davis*

Together with two pictures from a local newspaper, salesman C. B. Miller sent in the following memorandum regarding the recent earthquake in Los Angeles. The pictures show two scenes taken in the stricken area. One is of a relief station established by the American Legion in a park near the wreckage of the Compton City Hall. The other is of tents pitched in Long Beach Park for people rendered homeless by the quake. Many of the folks slept on the open ground.

"The enclosed photographs may help you forget your troubles. To me, this sight seems to tell it all in one. Although the rumblings still continue, I believe the worst is behind.

"It's really funny now. Hardly anyone can sneeze but what everyone in the room is on their toes. The tenseness of human faces today in downtown Los Angeles I shall never forget as it seemed that everyone was trying to erase the scars of the tragedy from their minds but still wondered what may next happen."

In your memo, Chick, you say "Hardly anyone can sneeze but what everyone in the room is on their toes." Our experience is that on the Ashland Avenue cars we don't even have to sneeze to have everyone on our toes. But listen—just man to man—don't you think Chicago is a good ol' place after all?

During the January "Below Zero" weather (very unusual for Chicago) some of our girls were stalled in a street car while some firemen bravely fought a big stockyards fire. As the night grew darker and darker, and the car colder and colder, and the minutes lengthened into hours, they had

Introducing Miss Evelyn Jansen, daughter of E. H. Jansen, Chicago Roofing Salesman. Anybody got any more cracked Corn? The supply seems to be almost gone visions of being found frozen to death. Alice Woods noticed the distress and worry written on the face of each girl and the thought came to her that if they had to freeze to death better die with a smile than a frown. She passed the thought along to her companions and despite their discomfort they managed to register a few smiles so it could be said "they died smiling." That's looking ahead for you but anyhow we are glad they survived.

This time we're offering a nice, big, luscious raspberry flavored lollipop to the one who can guess who the boy is pictured in this Review. We can't divulge how or where we got the picture but he is a man who is known for his ability throughout the mill and office.

We also had some rare ability portrayed in the office one noon. Marge Mulhall showed her vocal talent by singing the following song. It is to be sung to the tune of "Under the Old Apple Tree":

Who is going to win the lollypop? (*See the notes*)

'Neath the crust of the old apple pie,
There is something for you and for I.
It may be a pin that the cook just dropped in,
Or it may be a juicy dead fly,
Or it may be a pussy cat's tail,
Or it may be a rusty old nail.
But whate'er it may be,
It's for you, it's for me,
'Neath the crust of the old apple pie.

And then, Herman Pollock said he knew a rheumatic song entitled "You're in My Arms Tonight."

SUGGESTIONS

As the last week of the Special Suggestion Contest rolls 'round ideas for New Products still continue to pour in, keeping the committee and the management busy investigating and reporting on each idea. It may be quite a long time after the close of the contest before the final verdict on every suggestion is known. All suggestions that are new and have any possibilities at all are being very thoroughly checked with the hope that they may be added to the line.

The special contest seems to have stimulated ideas for suggestions along all lines, and at the meeting on March 1, seventeen suggestions were accepted, six of them in the $10.00 award class. Four men were also given additional awards for five accepted suggestions: John J. Goonan, Combiners; Jesse B. King, Maintenance; Roy A. Smith, Stores; and John H. White, Roofing Maintenance.

The other awards made at the March meeting were as follows:

Classed as No. 2 suggestions, showing a saving in manufacturing cost and given an award of $10.00:

Improved Slitter Holder	Charles Chorlton, Jr., FBM
Runway for Asphalt Truck	J. F. Costello, EMY
Eliminate Curled Stock on FXCM1	John J. Goonan, FXC
Slip Sprocket for FXWM23	Samuel Hunter, FXF
Stand for Spare Slitter Shaft	Herman W. Lauble, FXC
Round Ends of Guides on FXGM35	Michael Minkevicus, FXG

Classed as No. 3 suggestions, of intangible value, and given an award of $5.00:

Protection on FXWM5 Gear	Roy Cobb, FX1 Apprentice
Stop on Crane Track	Edward Hutcheon, FXC
Trim Cutters on FXCM1	Jesse B. King, EMM
Method of Sewing Seam on Thickener	J. H. Maguire, DM
Metal Apron for FXRM25	Arsene Marchand, FXRM
Boxes for ¾″ and 3½″ Manila Rope at EMS	E. C. Rafuse, EMS
Method of Oiling Clutch on Automatic Tying Machines	Henry Smith, FBM
Information on How and When to Use Different Classes of Mail	Roy A. Smith, VS
Method of Draining Oil Out of Condenser Tank	James A. Surette, FBQ
Improved Method of Changing Cylinders	Walter Sword, DMP
Change Trap Door, FB18–19	John H. White, FBM

BIRD CLUB CLASSES

With a talk on "Political Russia" by Dr. Lindsay of Cambridge, the Bird Club Class finished its winter season on the night of March 14th, in a joint meeting with the Unity Club at the Union Congregational Church in East Walpole.

During the winter the members of the class have held sixteen meetings, with ten speakers. Every second meeting of the class was planned as a discussion group, in charge of Mr. Fish, but toward the end of the season the attendance fell off and discussions were discontinued in favor of a speaker at each meeting.

Attendance as a whole this year has not been as good as last year, in spite of the fact that we have had a fine group of speakers on a wide variety of subjects. Thirty-nine members enrolled for the class last fall and classes were held regularly each week except for a break of about three weeks at New Year's when the meetings were postponed because many of the members were working nights.

This closes the activities of the class for the season. As yet no plans have been made for next year, but it is very likely that the course of study will be carried on in one form or another.

BUSINESS GETTERS

RECENT large orders, credited to our salesmen since the February issue of the *Review*, include the following:

EASTERN ROOFING DIVISION

J. B. Blandford, South Carolina—100 squares of shingles and a carload order.

E. J. Casey, Southeastern New York—a carload order, including 3,000 square feet of Insulating Lath.

W. W. Ford, Western Pennsylvania—1 carload Special Hex Twin Shingles.

C. D. Hurtt, Virginia—1 carload New American Wall Board.

H. P. Morton, Central Massachusetts—9500 square feet Building Board and 100 squares 3 in 1 strip Thick Butt Shingles.

W. J. Nelson, Maine—90 squares Neponset Double Twin Shingles, obtained by snowshoeing 18 miles out and back to a camp.

F. B. Ross, Maryland—a carload of New American Wall Board.

S. C. Traudt, Boston—2 mixed carloads of Shingles.

J. H. VanHoy, Florida—1 mixed carload of Roofing.

EASTERN FLOORING DIVISION

I S. Bailey, Philadelphia—1 car Lining Felt, 1 car Floor Covering.

G. B. Cocke, Virginia and North Carolina—3 carloads Floor Covering.

J. L. Cook, Eastern Pennsylvania—1 car Lining Felt, 1 car Floor Covering.

A. L. Disher, North and South Carolina—two cars Floor Covering.

E. R. Guise, New York—1 truckload Floor Covering.

J. M. Kellam, Tennessee—one car and 27,000 lbs. Floor Covering.

J. R. Maraist, Boston—1 car Lining Felt.

D. J. Miller, Maryland—15,000 lbs. Floor Covering.

W. J. Miller, Georgia—3 carloads Floor Covering, 200 rolls Lining Felt.

B. L. Sears, West Virginia—20,000 lbs. Floor Covering.

BOX DIVISION

A few of the large orders taken by Box Division Salesman:

Mr. Abbott—Trial order for lawn mowers. A new proposition. 2 cars Wood Frame Solid Fibre—Textile Mill.

Mr. Bushell—2 cars Corrugated for bread. 1 car Corrugated, chocolate candy. 1 car Corrugated, rubber shoes. 1 car Solid, fuses.

Mr. Dolan—1 car Corrugated, fibre shoe counters. 1 car Solid Fibre, bread.

Mr. Fuller—1 car Corrugated, thread. ½ car Solid Fibre, Parowax.

Mr. Holmes—1 car Corrugated, chewing gum. ½ car Solid, shoes.

Mr. Lenigan—⅔ car Solid for coffee. 2 cars Corrugated, macaroni.

Mr. Maguire—1 car Corrugated, paper boxes. 1 car Solid Fibre, butter. 1 car Corrugated, jig saw puzzles.

Mr. Mason—7 cars Solid Fibre, soap and cleanser compound. 2 cars corrugated, cotton blankets.

Mr. Stanton—1 car Solid, Western Union Telegraph Blanks. ½ car Solid, shoes.

WESTERN FLOORING DIVISION

C. A. Boiteau, Indiana—150 Rugs.

James Campbell, Kansas City—264 Rugs.

R. I. Holcomb, Oklahoma and New Mexico—3 carloads Floor Covering.

D. W. Lyons, Minnesota—1 carload Floor Covering and a large Lining Felt order.

C. B. Miller, Southern California and Arizona—1 carload Floor Covering.

B. Morris, Arkansas—1 carload Floor Covering.

S. R. Reid, Missouri and Illinois—121 Rugs.

E. J. Roberts, Northern Pacific Coast States—2 carload orders and 50 rolls of Floor Covering.

C. E. Tyson, Chicago and vicinity—100 rolls Lining Felt and 120 rolls Rug Border.

WESTERN ROOFING DIVISION

B. Morris, Arkansas—13 mixed carloads of roofing and building materials.

Ransom Little, Kentucky—323 squares Neponset Double Twins, 800 squares Slate Surfaced, Old Reliable and Universal Roofing.

R. D. Peterson, Louisiana—238 squares American Double Twins.

HOSPITAL RESOLUTIONS

"I resolve, said Motorist Bill,
"To cut out passing on the hill."

* * *

"I'm done right now," said old Mike Lynch,
"With beating trains about an inch."

* * *

"Me too," said Joe, "from now on I
Will wait and let the train go by."

* * *

"I promise now," spake Driver Herb,
"To signal when I leave the curb."

* * *

"Beginning today," said Bill McNeil,
"There'll be TWO hands on the steering wheel."

* * *

"Put me down, too," poor Henry chanted:
"I'm fed up taking brakes for granted."

* * *

"Just sign me up," quoth Georgie Burns,
"For no more speeding on the turns."

The Safe Driver.

VETERAN'S SERVICE LIST

We give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during April:

			Years
John M. Smith	4- 9-1879	Box Shop	54
Frank Fisher	4- 3-1895	Safety and Fire Insp.	38
John J. Linnehan	4- 7-1897	Paper Mill	36
George Doderer	4-17-1897	Paper Mill	36
John Hale	4-11-1899	Maintenance	34
Edward Bonner	4- 1-1900	Paper Mill	33
Kenneth McLennon	4- 9-1900	Paper Mill	33
George W. Towle, Jr.	4- 1-1901	Main Office	32
Michael Powers	4- 5-1901	Maintenance	32
Mary Sline	4-11-1901	Box Shop	32
Coleman Howe	4-21-1901	Paper Mill	32
Fred W. Shepard	4- 1-1902	Janitor	31
John Spillane	4- 9-1902	Paper Mill	31
Gustaf Johnson	4- 1-1903	Roofing Plant	30
Patrick Hessian	4- 4-1903	Maintenance	30
Halburton Dobbins	4-25-1903	Stores	30
Joseph Sinkovitch	4-13-1908	Roofing Plant	25
Joseph Aukstolis	4-25-1908	Maintenance	25
John E. Maguire	4- 4-1911	Paper Mill	22
Arthur Connelly	4- 8-1912	Box Shop	21
Charles Geigol	4-15-1912	Paper Mill	21
James Porshinsky	4-22-1912	Roofing Plant	21
Tony Milus	4-29-1912	Roofing Plant	21
August F. Linde	4-11-1913	Power and Steam	20
Patrick McNulty	4-11-1913	Power and Steam	20
John Grusacki	4-25-1913	Box Shop	20
John Leston	4-28-1913	Paper Mill	20
Joseph J. Rosevitch	4-29-1913	Paper Mill	20
Arsene Marchand	4- 1-1918	Box Shop	15
Billy Sebel	4- 3-1918	Roofing Plant	15
Nicholas Hrenchuk	4- 5-1918	Paper Mill	15
John Stupek	4-17-1918	Roofing Plant	15
Andrew Stupek	4-17-1918	Flooring Plant	15
J. J. O'Leary	4-19-1918	Box Shop	15
Ralph E. Nutter	4-22-1918	Flooring Plant	15
Joe Adamonis	4-25-1918	Flooring Plant	15
Michael O'Malley	4-29-1918	Power and Steam	15
Wm. Bothwell	4- 5-1923	Roofing Plant	10
John Johnson	4- 9-1923	Flooring Plant	10
John H. Howard	4-13-1923	Roofing Plant	10
John Macchi	4-13-1923	Flooring Plant	10
John G. Eppich	4-16-1923	Flooring Plant	10
John Aidukonis	4-17-1923	Box Shop	10
George Bigelow	4-18-1923	Flooring Plant	10
George Murray	4-23-1923	Box Shop	10
Louise C. Kinsman	4-23-1923	Main Office	10
Patrick Sylvester	4-24-1923	Box Shop	10
James A. Lowe	4-24-1923	Roofing Plant	10
Salvatore DelSignore	4-25-1923	Paper Mill	10
Edward C. Rafuse	4-30-1923	Stores	10
G. M. Armstrong	4-10-1928	Roofing Sales	5
F. B. Ross	4-10-1928	Roofing Sales	5
Adam Scott	4-18-1928	Flooring Plant	5
John W. Faulkner	4-26-1928	Roofing Plant	5
Roy A. Smith	4-30-1928	Main Office	5
Samuel Franzes	4-30-1928	Box Shop	5
Alice M. Giampietro	4-30-1928	Box Shop	5
Edward A. Knaus	4-30-1928	Box Shop	5
	Phillipsdale		
Joseph White	4-13-1923		10
Manuel White	4-21-1923		10
	Chicago		
Roy E. Hill	4- 4-1918	Office	15
Clarence George	4- 1-1918	Plant	15
Albert M. Dobbins	4-14-1920	Roofing Sales	10
	Canada		
E. Patisface	4-21-1913	Hamilton, Ont.	20
F. Jobin	4-24-1923	Pont Rouge	10
A. Chennery	4- 5-1928	Hamilton, Ont.	5
A. Gauthier	4-21-1928	Portneuf, Que.	5

Joyce Matcha, 2-year old daughter of John Matcha, Chicago, seems to be some what camera shy. Cheer up, Joyce. Just watch for the birdie. He won't hurt you!

SOCCER NOTES

by

John H. White

William McLauchlan and Arthur McKenna attended the Curley Cup meeting on March 21 and report that Bird & Son will meet Norwegian A. A. at North Brighton in the first round on Sunday, March 26th.

Hold that trophy, boys!

The Boston and District League schedule has been completed and final tabulations show our team in a lowly position. They expect to win the Curley Cup, however, and so make amends for this record which doesn't look so good.

RECENT VISITORS AT OUR PLANTS AT EAST WALPOLE AND NORWOOD, MASS.

Mr. B. Goldberg and party, of B. Goldberg & Son, Lawrence, Mass.

Mr. Rosenthal of A. Rosenthal Co., New York City.

Mr. D. Chassler, of D. Chassler & Co., 1464 Broadway, Brooklyn, N. Y.

Miss Crosby of the Sage, Allen Company, Hartford, Conn.

Mr. H. Hampe and Mr. S. R. LaPlace of Deep River, Conn.

Professor Callan and 90 members of Senior Class, Harvard Business School.

Professor Brautlech and 32 members of University ot Maine, Chemical Engineering Senior Class.

Professor Stracham and 8 Brown University Chemical Engineering students.

Acknowledgments

I wish to thank all my friends at Bird & Son for their kind expressions of sympathy during my recent bereavement.

Margaret Crane.

Mr. Jobe Fillmore and family wish to thank the employees of Bird & Son for the floral tribute in their recent bereavement.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt — American Twins Thick Butt — 3 in 1 Thick Butt
NEPONSET Double Twins — American Double Twins — Super 3 in 1 Thick Butt
Improved Twin Lock — Hex-Twins — Individuals — Giant Individuals
Custom Built — Lock-Butt — BIRD Insulated Bric-Siding
Multi-Bric Siding — Art-Bric Siding

BIRD Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced — American Ready
Old Reliable — Universal — Waterdyke — Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black — Saturated and Coated — Super Sheathing — Economy
Refrigerator Insulating — Paper Mulch — Reenforced Paper

BIRD Wall Board

NEPONSET Board, Cream White — American Board
SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated) — BIRD Building Board
BIRD Insuliner — BIRD Air Cell Insulating Board — BIRD Insulating Blanket
Paroid Built-up Roof — BIRD Deadening Felt — Asphalt Felt
Floor Dressing — Plastic Cement — Roof Coating — Asphalt Emulsions

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Flooring Division

BIRD Rugs — BIRD Floor Coverings — BIRD Tile Flooring
Economy Rugs — Economy Floor Coverings — BIRD Hall Runner
BIRD Rug Border — BIRD Lining Felt
BIRD Carpet and Rug Cushion — BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases — Wood Frame Fibre Shipping Cases
Textile Board

Carton Division

BIRD Shoe Cartons — NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes — Flower Pot Covers — Earth Bands — Plant Boxes

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Special Paper Division

Standard Pressboard — Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes
Cable Insulating Papers — Laminated Binders' Board

BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.
WATER PROOF

{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XXI *May 1933* No. 5

NEW PRODUCTS WILL BE EXHIBITED IN BOSTON

IN Hotel Statler on Thursday and Friday, May 11 and 12, we are to have a display of New Products at the exhibit sponsored by the New England Council and held in conjunction with a Conference on New Products. National authorities on the subject will speak and the conference will be attended by executives from all over New England.

Our exhibit is to show mainly the New Products developed since May 1932 and will include principally the following items: Proslate Roofing, Emulsified Asphalt Products, Floor Dressing, Side Wall Strips, Building Board, New Wall Boards, Custom Built Shingles, Insulating Board, Duracork—a new floor covering, Floor Wax, Rubberlike, and Tile Flooring.

An earlier exhibit of Bird Products was shown at the Herald-Traveler Exposition held from April 8 to 15 at the Herald-Traveler Building. In conjunction with this, the Boston Sunday Herald on April 9 carried a large advertisement of our products and a news story about our company.

Here we exhibited a regular line of products, including a side wall finished with Insulated Bric Siding, twenty-four shingle display boards showing the various colors and blendes, a large number of floor covering patterns and a miniature house attractively surrounded with growing flowers in Bird Flower Pots and Plant Boxes.

A great deal of interest was shown in our booth and it is felt that the exhibit was very worthwhile.

NEW DIRECTORS

OFFICIAL announcement has recently been made of the appointment of two new Directors of Bird & Son, inc.—Mr. Philip H. Bailey, Roofing Sales Manager, and Mr. Frederick H. Hird, Manager Paper Sales Division. They replace Mr. George D. Dutton and Mr. Howland Twombly, formerly on the Board of Directors.

Mr. Bailey has been with the company for 27 years and Mr. Hird for 23. Mr. Hird was for many years Sales Manager of the Western Roofing Division and was transferred to East Walpole and his new position only last fall.

Through these columns we extend to both these men our hearty congratulations, wishing them many years more of successful service in the company. They are two of the finest men we know, and we are very happy that this well-deserved honor has come to them.

WHO IS YOUR BENEFICIARY?

IF you should die tomorrow would your insurance go to the one you wish to protect?

Just recently we have had a case where a man died suddenly leaving an insurance policy naming as beneficiary a person who had died over two years ago. This means that the policy reverts to the estate of the insured, and instead of receiving payment immediately, the family may have to wait three or four months for the money.

Check up on your policy today. Is the beneficiary still alive? If not, have it changed immediately and avoid making it difficult to cash in case of your death. Have you had the beneficiary changed since your marriage, so that your wife is protected in case of your death? The money will not go to her unless the policy so states.

Read your policies over again immediately and make sure that *your* policy names the *right* beneficiary.

BIRD CLUB ATHLETIC NIGHT

AS we go to press Al Smith and his committee are completing preparations for another "Ath-a-letic Nite" to be held on Friday, April 28.

It is to be entirely different from the Athletic Night we had last year, but it looks like a mighty fine program. Nubby Donnell, who needs no introduction to us, is to give an informal account of sports as he has known them. Nubby has also promised to bring along with him a prominent sports promoter from Boston to tell us something of the inside story on wrestling.

Two of our own athletes have prepared special acts: George Murray and his son will put on a Club swinging act, and Ralph Hildreth and his partner will exhibit the fine arts of tumbling and bag punching.

To finish off the evening, the committee promises refreshments for all—in spite of the depression!

Because of the limited amount of money at our disposal we were unable to stage as elaborate a show as last year, and so this entirely different program was planned. The Committee in charge is as follows: A. W. Smith, Chairman; Leo Hagerty, Herbert Badger, Frank Clem, Edward Hiller and John Burhoe.

The entertainment for May is in charge of a committee from the Office with Henri Davenport as chairman. Watch for announcements. You won't want to miss it.

ONE ACCIDENT IN APRIL

GEORGE STONE of the Cutting and Sorting Department dropped a bale of pulp onto his toe, causing the only lost time accident during the month of April. If he had been wearing safety shoes the accident probably would not have happened.

This almost clean slate is a welcome relief after the terrible record in March—a total of seven lost time accidents. Even by finishing this month with only one black mark, however, we still have a total of twelve accidents for the first four months, against ten for the same period last year. We can't afford to let our good intentions slip. There is no point in being safe in April and careless in May.

So let's not "crow" too much about what we *have* done, but let's concentrate on what we are *going to do*. And then we ***will*** make a record worth boasting of!

SUGGESTIONS

AT the meeting on April 5, Arsene Marchand, Shoe Cartons Department, was awarded an additional five dollars on his suggestion, *Metal Apron for FXRM 25*. This was accepted in March as a No. 3 suggestion, but it has since shown a definite savings in manufacturing cost, and so was reclassified and given the additional award.

Other suggestions accepted at this meeting were as follows:

Classified as of intangible value and given an award of $5.00:

Calender Bearing	J. R. Bache, EMM
Change in Rotary Dies	Bartley Curran, FXR
Change in Control Button	James H. Ellis, FXC
Circular Saw in Millwright Shop	H. L. Engley, EMW
Angles on FXCM2 Pick Up Table to Hold Up Long Sheets	V. E. Gronroos, FXC
Electric Door Unlocking Device for VS	Frank Hartig, VS
Quick Acting Eccentric Clamp	W. O. Koehler, EF
Change to Felt Dollies	Wm. McLaughlan, FBM
Special Guards on Reeves Drives—Protection from Belt	Anthony Montisano, FXR
Leaf Extension to FXGM17	Patrick O'Toole, FXG
New Form for Back of Order Card No. 2695P	Darrell Richardson, DPJ
Shut Off Motor on FB Jitney Tractor	John S. Smith, FFN
Spray Pipe	Thomas A. Smith, FBPM1
Move Tripper on Small Knife at FXCM2	Richard G. Sprague, FXC
Better Friction on FBPM6	Domenic Triventi, FBPM6

The following men were awarded an additional ten dollars for having had five suggestions accepted: J. R. Bache, EMM, Darrell Richardson, DPJ, and Domenic Triventi, FBP.

Although the Special Contest on New Products has closed it is still too early to make a final announcement as to the results. Many suggestions are still out for consideration and it may be a month or two yet before we know the final answer on them all.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during May:

			Years
John H. Smith	5–14–1878	Maintenance	55
Fannie Murphy	5– 1–1886	Box Shop	47
Annette Blaney	5–17–1897	Librarian	36
Albert Erickson	5– 1–1899	Flooring Department	34
Harry L. Tower	5–12–1901	Box Shop	32
John Kirby	5–16–1903	Finishing Mill	30
Michael J. Mohan	5– 7–1907	Roofing Plant	26
Patrick Reardon	5– 7–1907	Roofing Plant	26
Paul Krucas	5–20–1907	Roofing Plant	26
Albion Gottberg	5–16–1908	Maintenance	25
Herman Wauhkonen	5– 1–1909	Flooring Plant	24
Frank R. Meyer	5–24–1909	Box Shop	24
Elmer Jordan	5–25–1909	Roofing Plant	24
Frederick Hird	5– 1–1910	Paper Sales Manager	23
Matejs Minkevicis	5– 4–1910	Box Shop	23
Patsy Sansone	5– 4–1910	Flooring Plant	23
David Regan, Sr.	5– 1–1911	Maintenance	22
John Ruszkis	5–13–1911	Roofing Plant	21
Adolf Guttock	5–31–1911	Box Shop	21
W. J. Patterson	5– 7–1912	Finishing Mill	21
John Wosner	5–23–1912	Roofing Plant	21
Helena White	5– 8–1913	Main Office	20
Louis Kozac	5– 1–1918	Box Shop	15
A. H. Anderson	5– 1–1918	Treasurer	15
Winifred Rhind	5– 6–1918	Main Office	15
Martin Flaherty	5– 9–1918	Paper Mill	15
Wm. H. Ivatts	5–28–1918	Maintenance	15
Thomas Foley	5–31–1918	Maintenance	15
Jeremiah Collins	5– 1–1923	Power and Steam	10
Samuel Dunn	5– 2–1923	Power and Steam	10
John Kacinanskas	5– 8–1923	Paper Mill	10
Albert Hayward	5–12–1923	Flooring Plant	10
John Corcoran	5–14–1923	Flooring Plant	10
Martin F. Connolly	5–18–1923	Box Shop	10
Oreste Saraca	5–19–1923	Paper Mill	10
Amos T. Dixon	5–14–1928	Box Shop	5
Hugh Rogers	5–14–1928	Flooring Plant	5
John Walsh	5–15–1928	Paper Mill	5

Phillipsdale

John Maderious	5– 3–1918		15
George Hawley	5– 3–1918		15
Frank Valentine	5–17–1918		15
Hugh S. Treacy	5– 9–1923		10
Steve Baron	5–12–1923		10
Henry Cameron	5–22–1923		10
Raymond B. Catlow	5– 4–1928		5

Chicago

Harold W. Waltman	5–21–1923	Office	10
Michael Walsh	5– 2–1923	Plant	10

Canada

J. Chennery	5– 6–1918	Hamilton, Ont.	15
M. Weir	5–10–1923	Hamilton, Ont.	10
A. Briere	5–27–1918	Pont Rouge, Que.	15
L. Lamoureux	5-10–1928	Montreal, Que	5
E. Lefebvre	5–31–1928	Montreal, Que.	5

ONLY THING TO DO

A professor was deep in his work when his wife called "Harry, baby has swallowed the ink. What shall I do?"

"Write with a pencil," was the dreamy reply.

Kablegram.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Whoever told a certain Messenger Boy that a "Whiffle" haircut would be becoming to him?

Miss Catherine Mahoney left the employ of Bird & Son on April 14 to become the bride of Mr. Edmund J. Padden of Hyde Park. On her leaving, many of the girls in the office presented her with a beautiful Boudoir Chair with Hassock to match, Boudoir Doll and a bouquet of flowers. They were married at a Nuptial Mass at St. Catherine's Church Easter Monday morning, and after a reception at the home of the bride's parents, they left on their honeymoon. Mr. and Mrs. Padden will be at home to their many friends after May 1 at their apartment on River Street, Hyde Park.

We all extend our heartfelt sympathy to Dwight Colburn in the recent death of his mother.

Several people have been wondering what Ida Milesky finds so attractive in New York. She keeps the roads between here and there in smoke.

Eleanor Whitehead left work one rainy day with one rubber on and the other off. Eleanor, what were you thinking about?

On the evening of April 1 a Surprise Party was tendered Miss Gladys Anderson, at the home of Eleanor Whitehead, in celebration of her passing the Bar. Miss Anderson, with whom many of us are acquainted, took her examination in January and only just recently learned that she was one of the very few women who were successful in passing the examination. Her father, Ludwig, and sister, Olga, are both Bird & Son workers.

The dreamy, far-away look in Frank Vietze's eyes is just another sign that spring is with us again.

PAPER MILLS

East Walpole, Mass.

The old Maestro, Norman Brookes, recently treated the Research staff with an account of some of his experiences as a Bar tender in Canada some years ago.

Charlie Rafuse built himself a beautiful trailer, in the cellar of his home. When the time came to remove it from the cellar he was confronted with the problem of whether to tear the cellar apart, taking the furnace down and the heating system and foundation apart, or to take the trailer apart and rebuild it outside. Too bad, Charlie, but if you take the trailer apart and rebuild it again you will certainly know how to put them out on a production basis.

We extend our sympathies to Herbert Badger on the death of his son Richard, April 9, of bronchial pneumonia.

Jesse King claims he received an Indian gift from Say Kay, but the latter chose to keep it. So Jesse is in the market for a new or second hand lawn roller, preferably with a cabinet inside to hold a few bottles of 3.2. Warm weather coming, eh, Jesse?

Phillipsdale, R. I., Mill

Herb Chamberlain is serving on the jury for two weeks.

Our sympathy is with the family of the late Nazario DeCosta, who died April 9 after an illness of approximately five months. Nazario had been with us several years and was a helper in our boiler room. We were glad to be able to hand Mrs. DeCosta a sizable check which represented the proceeds from the life insurance policy carried by the Benefit Association.

The last two weeks have been paint-up and clean-up week around the office and brigade room. Practically everything, including hands and faces, has been painted and all desks have been varnished.

We are glad to see that William Andrew has recovered from his attack of appendicitis and is back with us again. We are sorry to hear that Ed Swetlowich is out sick but we hope that he will be back soon again.

BOX FACTORIES

East Walpole, Mass.,

No. 1 Box Shop

Paul Kugel, who formerly worked here, visited old friends at the Box Shop one day last month.

Everett Readel is receiving congratulations. He is now the proud father of a son born Friday, April 14. The proud mother is Thelma White Readel, a former worker in the Box Shop.

James Ellis has acquired a few acres of land for garden purposes. It looks like a busy summer for him.

Sam Hunter and his dog are getting on remarkably well. It must be from those refreshing after supper walks that he has been taking.

John McEwen was recently presented with a beautiful dog. His breed has not yet been determined, but nevertheless, John thinks he is a good dog.

Julia Lewis has been ill for some time. We hope to have you back with us soon, Julia.

Berta Kugel is back after a short stay in New York City.

No. 2 Box Shop

The Shoe Carton set up department (FXH) was discontinued this month after being in existence for about two years. The girls from this department have been transferred to the Flower Pot Set Up Department.

Thomas Finn has returned to work after an illness of about three months.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Our sympathies to Stanley Phillips and Joe McGregor on the death of their fathers.

The Baker Press is now in operation. Anyone wanting any printing done reasonable consult Granville Baker.

Here's one for Ripley—

April 17th is a Red Letter Day for Charlie Savage:

> It is Charlie's Birthday, Charlie's Wife's Birthday, Their Wedding Anniversary, Charlie's Uncle's Birthday and Charlie's Brother's Birthday. Outside of these the day doesn't mean anything special.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

Another avocation just discovered—Ira Treen had on exhibit the last week of March some portraits both in crayon and colors, and they are good.

Frank Clem isn't satisfied with being the champion ping ponger. He has turned ping pong promoter, and given a chance, will sell the idea of the game to anybody.

Dick Fournier is the proud father of a beautiful baby girl.

Yes, our Walter Winchell from Dedham, Lester Evans, had the honor of representing his district in the annual town meeting again this year.

If Chubby MacAuslan keeps on losing avoirdupois we will have to find a new name for him. He says, "It's all right. I am just getting into condition to push Al Hayward's Buick when he starts it."

Prosperity may still be "around the corner," but Gordon Wilson's new car, which has been "around the corner" for some time, has finally arrived. He looked at all three and after years of deliberation bought a 1933 Maroon Chevrolet. More power to him!

Chicago Roofing

Ann Kelly was at a loss to find storage space for some scrap cottons and finally had the happy idea to make a patch quilt, at least that's her story but most of us think it should be taken with a grain of salt. Wonder if it's to be part of a hope chest.

Lou Lance, Sr., is driving a new Nash which is mighty good looking.

The factory baseball team has begun practice and hope to duplicate their victory of last year over the Office team but then the office team may have a little to say about that.

A newspaper clipping received today announced the glad tidings that Col. S. E. Williamson (alias "Skeet") had recently joined the benedicts. His bride was the former Miss Jessie Mae Rhodes of Calhoun City, Miss. Congratulations and best wishes from all the 76th Street Birds.

Once again Glen Young's car was appropriated by Chicago thieves for a night of joy riding.

We were glad to have visits from four former employees in the past week: G. N. Kelly, Ed. Conley, Paul Dahm and the former Florence Olson with Patricia Ann.

The April prize awards for accepted suggestions were merited by N. Schreiber, R. Gusick, H. F. Goudie and S. Doughty.

We extend our sympathy to Mr. Rogers whose wife passed away on March 27th.

Chicago Flooring

Sadie Doughty has promised to treat the Floor Covering and Roofing Divisions to a dinner and theatre party. She was very happy to win the $5.00 award for a suggestion she submitted. Send in your choice of show to her.

One day a strange noise was heard in the Floor Covering section similar to rabbits nibbling on lettuce, carrots, or what have you. Upon investigation it was found to be just "th' girls" eating a delicious salad. They have formed a Salad Club to keep their sylph-like proportions. Their noonday workout sounds pretty good.

We suppose that now that circus beer is back it will be included in their menu. For your information, circus beer is three and two tents.

Margie Mulhall reports an addition to the family. It is three baby birds born recently. They are Winken, Blinken and Nod. Gwen Blackmore also informs us that her dog is the proud father of three puppies.

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DEATH OF TWO EMPLOYEES

IT is with regret that we record the death of two Bird & Son employees, Nazario DeCosta of Phillipsdale on April 9 and Frank Phillips, Combiners, on April 20.

Mr. DeCosta was employed in the Boiler Room at Phillipsdale and had been with us since October 1924. He had been seriously ill for a number of months.

Mr. Phillips would have completed twenty-four years with the company in September of this year. He first started work in the Stock Transfer Department, but in 1911 was transferred to the beater room where he stayed until 1931. That year he transferred to the Cutting Department and in July 1932 transferred again to the No. 1 Box Shop Combiners. His son Stanley is employed at the Roofing Laboratory.

We extend our sympathies to the families of both these men.

SOCCER NOTES

by

John H. White

THE Soccer Team was successful in the first round of the James M. Curley Cup Competition, but lost out in the semi-finals to St. Pius team of Lynn. This puts them out of the running in this competition.

The first round two-game series with the Norwegian A. A. on Sundays, March 26 and April 9 resulted in Bird & Son taking both games 3–1 and 5–3. As the total goals scored decide the winner of the round, we won 8 to 4.

The semi-final series opened at Lynn Sunday, April 16 against the St. Pius team, who won 5 to 1. We were without Captain Jack Smith, Alex "Dynamite" Lorimer, David Ross and Harry Benson. The second game was played at East Walpole Sunday, April 23, and was won by St. Pius, 3 to 0. This gave them a total winning score of 8 to 1.

St. Pius now enters the finals, playing either the Waverley or Clan MacGregor team, so that when the series is over one of these three teams will carry off the coveted Cup which our team won last year.

The players engaged in the Curley Cup series were: Captain Jack Smith, James Wilson, Alex Russell, Jack McAllister, Hugh Gardiner, Charlie Travers, James Schuller, John McDougal, David Ross, Harry Benson, John Findlay, Alex Lorimer, Walter McKenna, George Williamson and Sidney Sanson.

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SPORTS EQUIPMENT

DO you need any sports equipment this year? A complete line of supplies can be purchased through the Credit Union office at wholesale prices from either James W. Brine Co. or Horace Partridge Co.

We will also take orders for new tennis racquets or the restringing of old ones, and will keep a supply of tennis balls on hand as usual.

If you want to go directly into the Boston stores to make your athletic purchases, first get a discount slip from the Credit Union. We can save you money.

Credit Union Office.

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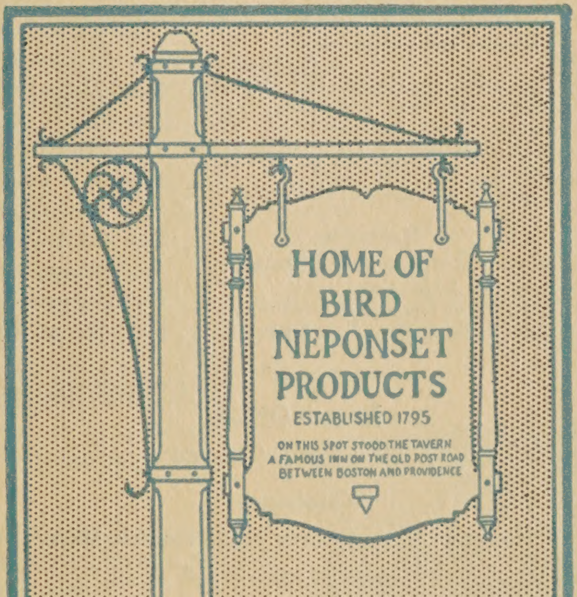
ACKNOWLEDGMENT

I wish to extend my sincere thanks for the beautiful floral offerings and expressions of sympathy in my recent bereavement.

Alphonse Winslow.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole. Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXI NO. 6 JUNE 1933

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plant
Norwood, Mass.
Chicago, Ill.

Officers

President, Philip R. Allen
Vice-President, George R. Wyman
Vice-President, Elmer H. Bartlett
Sec. and Treas., Axel H. Anderson

Directors

Philip R. Allen
Axel H. Anderson
Philip H. Bailey
Elmer H. Bartlett
Charles S. Bird, Jr.
Frederick H. Hird
George C. Lee
John R. Macomber
George R. Wyman

SALES

Paper Sales Division
Manager, F. H. Hird
Asst. Manager, W. E. Hicks

Roofing Sales Division
Gen. Manager, P. H. Bailey
Eastern Mgr., W. E. Hale
Southern Mgr., A. D. Kilham
Western Mgr., W. W. Wilson

Box Sales Division
Manager, C. H. Andrews

Carton Sales Division
Manager, A. M. Claffee

EXECUTIVE

Asst. to Pres., R. C. Floyd
Treasurer and Comptroller, A. H. Anderson
Asst. Treas. and Credits, D. E. Merrill
Asst. Treas., H. E. Davenport
Auditor, W. C. Ahlgren
Purchasing and Traffic, A. H. Russell
Assistant, M. J. Hawkins
Personnel Manager, B. D. Rogers

Research
Director of Research, G. R. Wyman
Assistant, E. M. Lines
Chief Paper Div., E. L. Connolly
Chief Flooring Div., J. E. Graham

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. Wyman
Staff Engineer, B. H. Roberts
Manufacturing Staff, P. N. Hills
Gen. Supt., E. Walpole, C. W. Conrad
Supt. Paper Div., R. A. Wilkins
Supt. No. 1 Box Factory, R. L. Tupper
Supt. No. 2 Box Factory, W. S. Jackson
Supt. Felt Div., T. G. Henderson
Supt. Flooring Div., R. M. Wight
Supt. Norwood Rfg. Div., E. L. Chamberlain
Supt. Chicago Rfg. Div., J. G. Young

Branch Offices

New York, Chicago

Warehouses

East Walpole, Mass., Norwood, Mass., Chicago, Ill., Brockton, Mass., South Kearny, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. Allen
Vice-President and Sales Manager, H. E. Sawyer, Jr.
Secretary and Treasurer, A. H. Anderson
Eastern Manager, W. B. Rogers, Jr.
Western Manager, R. W. Westcott

Branch Offices

New York, Chicago

Warehouses

Albany, Baltimore, Boston, Brooklyn, Buffalo, Chicago, Cincinnati, Cleveland, Dallas, Detroit, East Walpole, Grand Rapids, Hartford, Houston, Indianapolis, Kansas City, Milwaukee, Newark, New Orleans, Omaha, Peoria, Philadelphia, Pittsburgh, Richmond, San Francisco, San Antonio, St. Louis, St. Paul, Syracuse, Washington

BIRD'S NEPONSET REVIEW

Vol. XXI June 1933 No. 6

Two "Scientifically-Built" Products

Neponset Waterproof Paper Flower Pots—Plant Boxes

SOME people struggle all winter to make plants thrive, using the best of soil, the best of care and the best of clay flower pots. Others get wonderful results with ordinary care and nothing but an old tin can for a flower pot.

According to all traditional theories the tin can lacks two very important qualities—porous side walls and drainage. But in spite of all theories to the contrary, the plants persist in growing very well. What, then, is the explanation?

A geranium grown in one of our new Black Neponset Waterproof Flower Pots. Notice how strong and vigorous the plant is, and the large number of blossoms

Mr. Linus H. Jones, Assistant Research Professor of Botany at the Massachusetts State College, tells us that neither porous side walls nor drainage are necessary at all. In a long series of experiments which he completed in October 1931, he proved that fully waterproofed and coated paper pots could be made to produce just as satisfactory plants as the best clay pots—and for home use they were often times superior because they held the moisture better.

The key to the situation, he found, was moisture in the right amount, evenly distributed throughout the soil as in a good garden. In the ordinary home the heated air in the winter is very dry—sometimes as dry as the air of the desert. In such an atmosphere flower pots of a porous material allow the moisture to escape rapidly from the soil and the soil quickly dries out.

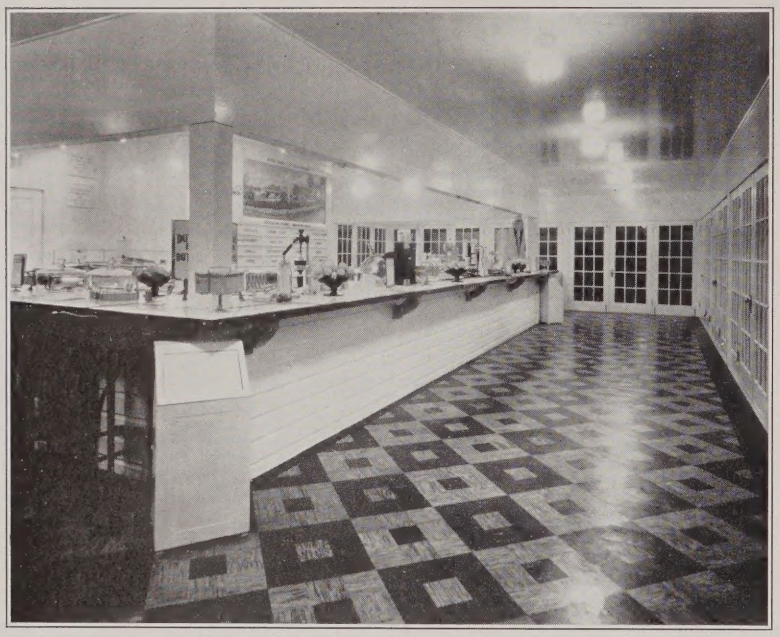
Not only this, but in the ordinary clay pot, which allows evaporation through the side walls, an excessive amount of watering is necessary. The water, evaporating through the pot draws the plant food in the soil to the sides of the pot. The roots, searching for the greatest possible nourishment, are thus drawn and massed together at the sides of the pot. But in a nonporous container both the moisture and the nourishment are conserved and evenly distributed throughout the soil. This makes for healthier root growth through all the soil and consequently healthier plants. None of the goodness of the soil is washed away.

With these facts in mind, Bird & Son began experiments in making an attractive waterproof flower pot expressly for *growing* plants. Mr. Eugene L. Connolly of our Research Department worked with Professor Jones on these experiments for over four years, trying various methods of waterproofing our paper, and the final result was the Black Neponset Flower Pot which we make today in the No. 2 Box Shop.

Girls of the Flower Pot Department who fold the pots and prepare them for shipment. Left to right: Mary O'Donnell, Delia O'Donnell, Gertrude Farley, Alma Walsh, Ruth Bailey, Mary McKinnon, Christine Sherer and Fannie Murphy. At the right, Elizabeth Florest

This is without exception the most satisfactory waterproof "paper" Flower pot for growing plants that is made today. It is scientifically made with a special coating of asphalt, and is scientifically tested, so that we know beyond a doubt that it *is* good, and more important, *why* it is good.

It provides an inexpensive, attractive waterproof container which looks well on any flower stand in the home, and which stands up under the exacting conditions of the greenhouse. It means less frequent waterings, and more even distribution of moisture throughout the soil.



Interior of the Dutchland Farms stand at Dedham, showing our Tile Floor. The pattern is a two-tone green

It is something entirely different from our standard red pot, used so extensively for many years for shipping seedlings and small plants. This new flower pot is very definitely for growing purposes. It opens up for us a new and wide field of business which should increase steadily as both commercial and home growers learn of its advantages.

We first put it on the market in the Spring of 1931, selling chiefly to commercial users. Last year a special package with a bright cover was brought out, containing ten medium sized pots to be sold over the counter to individual home growers. The demand for these is constantly increasing, although they have been out only a short while.

Last Spring also another New Product was brought out—a waterproof Plant Box constructed of the same material as the Black Neponset Flower Pot. This is a box about three inches deep, holding twelve earth bands which act as separate compartments for seedlings, making the job of transplanting a very simple one. Each plant is easily removed with its own roots and soil intact. Sales of these were very satisfactory this year; they seem to be equally popular with greenhouse men and home growers. At the recent Boston Flower Show over 1200 were sold at retail from our booth.

Listeners to the Breck's radio programs during the past few months know that these boxes have been featured in the announcements on these programs.

Flower pots and plant boxes start their existence in the form of a special type of paper, made on No. 4 Paper Machine. This paper is then sent to the Roofing Plant where it is properly saturated in the asphalt which waterproofs and coats it. The final steps of the process are completed at the No. 2 Box Shop. Here special machines cut the paper to the proper sizes and then the girls in the Set Up Department fold the flower pots into shape, "nesting" them ready for shipment.

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BIRD CLUB CLOSES SEASON WITH MAY SHOW

TWO Bird Club Entertainments have been enjoyed by the members since the last issue of the *Review*—Athletic Night on April 28th, and Office Night on May 26th.

The "Ath-a-letic Nite" was very different from last year, but was just as much enjoyed by the fair sized crowd which attended.

Ralph Hildreth and "Shine" Clem put on a new tumbling act, and later in the program Ralph showed what he could do with the punching bag—and he can surely make that bag talk!

George Murray gave a mighty fine exhibition of what a man can do with Indian Clubs when he really knows how—and as an added attraction George brought along his young son who is following in his father's footsteps. Together they put on an act that brought down the house.

Jack Albright, with Nubby Donnell, put on the big act of the evening, explaining various fine points of the wrestling game. Nubby himself finally wound up the program by relating some of his many experiences during more than twenty years in the wrestling game.

During the evening refreshments were served. The program was arranged by the following committee: A. W. Smith, chairman; Edward Hiller, Leo Hagerty, John Burhoe and Herbert Badger.

Office Night on May 26th was a Variety Program of RKO artists from Boston who wound up the season with a fine show.

There was only a small crowd of members who attended, which was a disappointment to the committee who had prepared one of the snappiest shows ever presented at Bird Hall. Those who did attend voted it one of the "best ever". The committee in charge was as follows: Henri Davenport, Chairman, H. A. Schaier, F. H. Vietze, W. A. Beaulieu and F. R. Cooper.

By a vote of the members it has been decided not to have an Outing of the Club this year. Because of lack of funds we could not stage an Outing without a charge to the members. Questionnaires were sent out to determine the feeling of the members, and as only seventy-eight favorable replies were received, out of a total membership of more than four hundred, it was decided to cancel plans for this year.

The money thus saved will be held over until next year with the idea that more will be added to it, to make possible a real big Outing at the end of the season a year from now.

* * *

NEW LOCATION FOR NEW YORK OFFICE

NUMBER 11 West 42nd Street—that is the new address of our New York Office which was moved to this new location on April 1st of this year.

An entirely new display of all our Products has been arranged here by Mr. E. R. Clark. On one wall are twenty shingle boards fixed at an angle to resemble the pitch of an ordinary roof. All our most popular shingles and colors are included. Under the shingle boards are groups of rugs, and at the further end of the room is a large rug rack, holding sixty patterns.

On the other side of the room is a pyramid arrangement of solid fibre and corrugated cases and shoe cartons, together with a display of art-bric and multi-bric sidings.

All employees and friends who pass through New York on vacation trips this summer are cordially invited to stop in and inspect these new quarters.

The Dutchland Farms ice cream stand at the route junction in Dedham. On the roof are Bird Shingles and on the floor inside is an attractive pattern of Bird Tile

A NEW FLOOR AND A NEW POLISH

ADDED to our line of Flooring Products this Spring are two new items, a Floor Covering known as Duracork and a liquid Bird Wax.

Duracork combines long life and flexibility, two of the essential qualities of any floor covering.

Just as its name implies, it is made of cork and color pigments bonded together and applied to a sheet of asphalted saturated felt under great pressure. This results in a smooth-surfaced, tough, wear-resisting floor covering which is flexible and easy to handle. It lies flat without cementing to the floor, although this may be done if desired.

We make it now with four patterns in 8/4 and three in Hall Runner. The 8/4 colors are green, rust, tan and black while in the Hall Runner we have green, rust and a light tan. The surface is waxed, and as the color in the material is solid, occasional re-waxings where the most wear comes will restore the finish as good as new.

The other new product is Bird wax—a liquid wax easily applied with a mop or any sort of waxing block, drying with a hard lustrous surface which does not flake or chip off from wear. It is absolutely clear so that it can be used on any floor without discoloration; it is water-resistant and can be applied on floors in kitchens, laundries, porches, etc. where other waxes, less waterproof, will not be satisfactory.

It is designed as a protective coating for all types of floors and may be used on any of our own products.

Another Milestone for John H. (Jack) Smith

CONGRATULATIONS to our oldest Old Timer, John H. (Jack) Smith who on May 14th completed fifty-five years of service with Bird & Son! Jack began work in the beater room at the age of seventeen in the same year that Charles Sumner Bird entered his father's business. He has many vivid memories of those early days and on this occasion of his fifty-fifth anniversary, he consented to write the following account which we are very happy to publish.

Jack Smith, our Mill Yard foreman, who just celebrated his 55th anniversary of service with the Company on May 14th

LOOKING BACK FIFTY-FIVE YEARS

by
John H. Smith

When I first started to work for F. W. Bird & Son I started in the beater room. I think there were only 20 men working there at that time. There were only four beating engines and they were run 24 hours a day.

The paper machines would run until the chest was empty and then shut down until morning. Our average weeks were from 80 to 85 hours—no 30 hour weeks then!

The only heat we had in the beater room was a coal stove to keep warm. There was no steam power—all water power. We had two machines, No. 2 and 3, and a boiler for each machine to make steam for drying the paper. The mill started up Sunday night at twelve and shut down Saturday night at midnight.

During the summer when the water was scarce we would all go out on the farm and help get the hay in. All of us always looked forward to these times as a sort of vacation when we would all go haying in the Canton meadows.

Mr. F. W. Bird used to come down to the mill quite frequently around four a. m. and make a trip around the mill and then go back home. He used to tell us he could not sleep.

I remember very well one morning he did not get down until about 5:30 and he stayed later than usual. At six o'clock he said to me, "John you go to breakfast and I will run the beaters until you get back." I started for home, had breakfast, and came right back and Mr. Bird was stirring a beater when I arrived back. I put my overalls on as usual and then Mr. Bird called me over to the desk. He said, "John, if you ever do that again, I will discharge you."

I said, "Mr. Bird, what have I done?" He said, "I sent you to breakfast at six o'clock, and now it is 6:40. I want you always to take one hour for your meals!" He was one fine gentleman!

Occasionally George Lewis used to bring down his fiddle in the evenings. The machines ran very slowly, producing only two or three tons on a tour, and there used to be plenty of time for him to play and for us to listen.

Our finished paper was carted to Norwood (Winslow station) or Walpole and the raw materials carted back. And I can remember clearly in those days that there were no more than eight or ten houses all the way from the plant to Norwood. Washington street right in East Walpole square was nothing but a dirt road with deep ruts and grass growing in the center. The old stage coaches used to stop about where the drinking fountain is now.

We had no watchman at the plant and no Fire Department.

"One-Man" Office

One man ran the Main Office—Mr. George Pierce, and he had so little to do that he used to sail his boat on the Neponset River every afternoon until about three o'clock, and then go back into the office.

Mr. C. S. Bird was the salesman and also bought all the material, besides helping on all repairs. Many nights he would spend the greater part of his time in the mill, especially if things were not running right.

Many times when we would have a change of colors at night I would have to take a sample of pulp to his house at all hours of the night for him to pass on. He always anticipated about when these changes would be and was awake and there at the window waiting for me, no matter what the time. If any man worked hard, he did.

I remember once after C. S. Bird had taken over the business and started to build quite rapidly, his father, F. W. Bird, came down one day as we were building on to the beater room. "Well," he said, "I don't quite know how Charlie is doing all this building—but he's paying for it!" And he always did pay for it, too, by making it pay for itself.

* * *

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during June:

			Years
John J. White	6– 1–1891	Box Shop	42
Vitus Gleichauf	6– 7–1895	Power and Steam	38
Andrew Walker	6– 7–1897	Paper Mill	36
Michael Sheehan	6–20–1899	Roofing Plant	34
Charles Knaus	6– 1–1902	Paper Mill	31
Walter Sword, Jr.	6– 1–1903	Paper Mill	30
Mary Scanlon	6– 1–1906	Box Shop	27
James Kelly	6– 7–1906	Maintenance	27
John Folan	6– 6–1908	Box Shop	25
Michael Kodis	6– 1–1909	Paper Mill	24
Kostanty Geigol	6– 1–1909	Paper Mill	24
R. L. Tupper	6– 7–1909	Box Shop	24
Michael McConologue	6– 2–1910	Paper Mill	23
Ludwig Polevitch	6–21–1911	Paper Mill	22
Bessie Hubbard	6–10–1912	Main Office	21
James J. Maroney	6–12–1912	Maintenance	21
Michael Shergals	6–14–1912	Flooring Plant	21
Frank Massey	6–15–1912	Paper Mill	21
Mike Waytekunis	6–20–1912	Paper Mill	21
Patrick McDonald	6–30–1913	Box Shop	20
Ben Muchyn	6– 3–1918	Box Shop	15
Vincent Grudinsky	6– 8–1918	Paper Mill	15
Alfred N. Maier	6–13–1918	Paper Mill	15
Ernest Wood	6– 1–1923	Roofing Plant	10
George Goodwin	6–12–1923	Box Shop	10
John Ahearn	6–16–1923	Roofing Plant	10
Mary H. Walsh	6–18–1923	Main Office	10
Roger Flaherty	6–20–1923	Main Plant Watch	10
Richard T. Murphy	6–25–1923	Flooring Sales	10
John Mognaini	6–28–1923	Roofing Plant	10
Alfred Kendall	6– 5–1928	Box Shop	5
Warren Manson	6–11–1928	Roofing Plant	5
Kaino Paajanen	6–11–1928	Flooring Office	5
Ruth Milliken	6–18–1928	Main Office	5
Margaret Sheehan	6–18–1928	Main Office	5
Mary Catalano	6–18–1928	Main Office	5
Raymond White	6–18–1928	Main Office	5
Veronica Makaravich	6–18–1928	Main Office	5
Lambert J. Anderson	6–20–1928	Main Office	5
Harold Murley	6–20–1928	Main Office	5
	Phillipsdale		
Walter Gill	6–23–1911		22
Joseph Brago	6– 4–1923		10
Sam Gorelco	6– 8–1923		10
Manuel Mendes	6–12–1923		10
James Boisvert	6–25–1923		10
	Chicago		
Andrew B. Spiers	6– 1–1913		20
Glenn F. Hall	6–15–1928		5

THE BIG GAME

by
J. J. Bradley

SATURDAY'S game (May 20th) between the Floor Covering Generals and the Print Machine Pounders may not have been a classic as a ball game, but it did uncover some rare and hidden ability.

Art Bent demonstrated his unquestionable ability to pitch, play left field and umpire either separately or all at one time. Mickey Hart and Roy Young both showed exceptional promise as flashy infielders and hard hitters, while Jim Hennessey handled hot throws at first base with or without a mitt.

Nelson Phillips, known rather for his hunting and fishing than his baseball, tried some strategy unknown to baseball critics up to this time by sacrificing in the last of the ninth inning with the bases full and two out and four runs needed to tie the score. Leo Clarkin and Rocky Rockwood as pitchers should not be overlooked as both have plenty on the ball at times.

The Generals, under Carlton Rafuse's clever leadership smashed the offerings of a half a dozen Pounder's pitchers in as many different directions and eventually won a bitterly contested game by a score of 11 to 7.

* * *

CARD OF THANKS

I wish to thank all my friends at Bird & Son who so kindly and generously remembered me when I left the Company on May 12th.

May F. Morrill

* * *

P. H. Bailey and F. H. Hird, our two new Directors. Times must be better, judging by the hearty smiles

$1,000 PRIZE CONTEST TO CONTINUE INDEFINITELY

"UNTIL further notice," said President Allen at the meeting of the Supervisory Group on Monday, May 15th, "the New Product Contest will remain open indefinitely, and we will pay $1000 for any New Product which is accepted, added to the line, and shown to have earned the amount of the prize.

"We don't want to close the lid on new ideas," he said, "but hope that everyone throughout the organization will keep thinking along these lines and submit any ideas which appear to be workable."

The May Queen and her attendants at the May Festival at Francis William Park: Left to right, William Jackson (son of our Box Shop Superintendent), Grace Vivian, Phyllis Howland, Priscilla Bateson, Dorothy Andrews (May Queen—daughter of C. H. Andrews, our Box Sales Manager) Helen Boothby, Betty Bullard, and Barbara McNaught. The small boys in front are: Albert Boyden, Curtis Pratt, James Becker, John Becker and an unidentified youngster who wanted to see what the camera man was doing

As we reported last month the Committee is still investigating a number of suggestions submitted previous to March 31st. It takes time to develop a new product and get it into the line, but it begins to look as if a number of the ideas already submitted might eventually prove to be valuable. No more definite report can be given at this time.

Regular suggestions accepted at the May meeting were as follows:

Classified as showing a savings in Manufacturing Cost and awarded $10.00:

Change Oil Pump Drive	Arthur J. Duncan, FXC
Make and Use Furniture for the Same Form Only on Miehle Presses	Arsene Marchand, FXR

Classified as of intangible value and given $5.00 awards:

Protect Start and Stop Buttons at No. 5 Machine	T. F. Bannon, EME
Board on Screen over Shower	Albert Carlson, DPP
Move Brake Pedal on FXRM 26	John Ginley, FXR
Stands for Piling Stock Near FXRM 13	John Ginley, FXR
Change Tractor to Speed up Loading Skids on Mill Trucks	John Keefe, FXVI
Steps and Hand Rail on Coal Hoisting Machinery	Michael Kelly, ERB
Valve for Reducing Steam Pressure to Stoker Engines	John McLennan, ERB
Change Over Starting Button on Buzz Planer	Herman Nordstrom, DMP
Change FBPM1 Winder 18" Roll Handle	Ralph Simmons, FBP

FOUR HUNDRED CHILDREN PRESENT BIG MAY FESTIVAL

A RARE treat was given to the townspeople on Saturday afternoon, May 20th, when a May Festival was presented by three hundred and ninety school children at the Francis William Park.

The program opened with a procession, headed by the May queen and her suite, from the Bird School to the Music Court. The queen was crowned with all due ceremony and took her place on the Music Court to watch the remainder of the program. Folk dances of many nations were presented — Holland, Sweden, Russia, America, Germany, Spain and England; together with a wand drill, stunts, and tumbling by the boys.

Then followed the winding of the Maypole, and last of all the entire school formed a large group in front of the Queen at the Music Court and sang "America the Beautiful." Balloons were distributed to all those who took part and made the procession back to the school a very colorful one. The entire program was the most colorful and impressive that has ever been seen at the Park.

The Festival was presented under the auspices of the Park Council, with Mrs. B. R. Taylor, a member of the Council, acting as Chairman. Under her direction a very large corps of workers handled the deatils of costuming and coaching, and to them, individually and collectively, goes the credit for this very successful Festival.

A group of girls who took part in the May Festival pageant at Francis William Park on May 20th

May Is First No-Accident Month This Year

THE goal which we missed by one accident in April, has been reached in May. We have gone a full month without a single lost-time accident.

It looks as if May was our "lucky" month, since our last no-accident month was May 1932. However, there's no need to wait until May 1934 for another record like this. Seven months of this year are still ahead of us.

HOW MANY OF THESE CAN WE MAKE NO-ACCIDENT MONTHS?

NO. 2 BOX SHOP PROVES AGAIN THAT IT CAN BE DONE

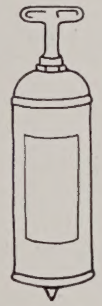
ON April 12, 1933 the No. 2 Box Shop equalled the Safety Record established several years ago by the Roofing Mill, by working 684 calendar days without a lost time accident, and at the end of May the total number of days was 733. On May 29th they passed the two year mark.

However, the Roofing Mill, by virtue of having more workmen, still holds the record of the greatest number of man hours worked with no accidents, and it will be a long while yet before anyone can challenge that score.

No matter how you look at it, both Plants have established great records and set a high goal for the whole organization. No. 2 Box Shop is still going strong and if they keep on there is no telling where they will end. We congratulate them on their record of the past and hope that they will continue to lead every other department through the safest year on record.

DO YOU KNOW HOW?

To Operate a One-Quart Pump Type Fire Extinguisher



1 Carry it to the fire.

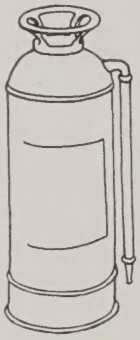
2 Give the pump handle a quarter turn to unlock it.

3 Aim the extinguisher at the base of the fire grasping the barrel of the extinguisher in one hand and the pump handle in the other.

4 Operate the pump handle as you would a tire pump.

SAFETY INSTRUCTION CARD No. 18

To Operate a Soda-Acid Fire Extinguisher



1 Carry the extinguisher to the fire in an upright position.

2 Grasp the nozzle in left hand and aim it away from you.

3 Grasp the top ring with the right hand and turn it over onto the floor.

4 Grasp the bottom handle with the right hand and turn the extinguisher upside down keeping a tight grip on the nozzle. Direct the stream at the base of the fire.

5 The extinguisher will discharge about one minute with one charging.

6 WARNING:—Do not use this type of extinguisher to fight electric or oil fires.

SAFETY INSTRUCTION CARD No. 17

BIRD'S
NEPONSET REVIEW

Vol. XXI. JUNE 1933 No 6

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service Good Business
Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board
P. H. Bailey R. C. Floyd B. H. Roberts B. D. Rogers

Editor, B. D. Rogers

Assistant Editor E. M. Grout
Circulation Manager A. S. Blaney

Printing Foreman, F. R. Meyer

The man who does not do his own thinking is a slave, and is a traitor to himself and to his fellow men.

WE ARE "THE COMPANY"

DID you ever consider your job in the mill or the office as a salesman's job? Probably not—but in a sense this is so. Practically every minute of your working day is tied up with the selling of our products.

The three main selling points today are price, quality and service.

Efficient workmen, wasting neither time nor materials, can turn out a better than ordinary product, and do it more cheaply, than men who are wasteful of either time or materials. Keeping the manufacturing cost down means that the price of the finished article can also be kept down and better meet the competition.

We can help sell our products by producing them cheaply and efficiently.

Efficient, conscientious work brings another good result—high quality, and even quality. That is the second selling point which we establish in the mill. We have to make the quality before the salesman on the road can sell it. And if the quality is not there when the goods are delivered, the reputation of our company suffers. The salesmen can do nothing about it. It is up to us who make and ship the product to see that the quality is built into each individual rug, shingle, or box and kept there for safe delivery by being properly wrapped and carefully shipped.

But high quality and low price have little value unless coupled with the third selling point—prompt, courteous service. To attain this, both the office and the mill must work in close co-operation. There is nothing more exasperating to a customer than what seems to him unnecessary delay or carelessness in the handling of an order. It may take years to build up a reputation for honest, prompt business dealings, but that reputation can be destroyed almost overnight by the mishandling of an order.

It all boils down to this—we are all salesmen for Bird & Son, whether we like it or not—and the harder we work to maintain and strengthen our reputation for good quality, honest dealings and prompt service, the better off we shall all be for it.

WE are BIRD & SON, inc., and on us alone rests the responsibility for the future of the company.

MRS. MICHAEL J. HAWKINS PASSES AWAY

IT is with deep regret that we write of the death of Mrs. Margaret S. Hawkins on Monday, May 22nd, following an emergency operation at the Deaconess Hospital, Boston.

Mrs. Hawkins is the wife of Michael J. Hawkins, Head of our Traffic Department, and the sister of Minnie Sline of the No. 2 Box Shop and William Sline, Roofing Salesman. She also was employed in our office for several years before her marriage to Mr. Hawkins.

She had been a resident of East Walpole all her life and had an unusually large circle of friends who greatly miss her and deeply sympathize with the family in their loss.

Besides her husband she leaves one daughter, Marion Margaret.

The funeral services were held Friday morning, May 26th at St. Mary's Church, East Walpole, and burial was in the St. Francis cemetery, South Walpole.

WE HELP ELLSWORTH AFTER DISASTROUS FIRE

THE following paragraphs are copied from the Bangor, (Maine) Daily Commercial Paper and are of interest to Bird & Son workers because they explain how we helped bring relief to the sufferers in the recent Ellsworth fire:

> "BIRD & SON'S FINE GIFT TO FIRE VICTIMS
>
> The kindly interest shown by the out-of-the-state firms in the Ellsworth fire sufferers is illustrated by the example of Bird & Son of East Walpole, Mass., manufacturers of roofing materials.
>
> The Dunham-Hanson Company of Bangor, distributors of the Bird products, communicated with officials of the company, describing Ellsworth's plight. The response was prompt and generous—an entire carload of roofing material and fire resisting wall-board, shipped from the Bird factory to the fire zone."

We have made the same offer to the city of Auburn, Maine, after its recent disastrous fire. Major calamities like these are terrible enough in good times, but in times like the present they cause great hardship to any community unfortunate enough to suffer from them. We are only too glad to be of assistance in helping local relief committees to reconstruct shelters for the homeless as quickly as possible.

LIBRARY NOTES

by

Annette S, Blaney Librarian

> "The pleasant books that silently among our household treasures take familiar places,
> They are to us as if a living tongue spoke from the printed leaves or pictured faces."
>
> Longfellow.

THERE has never been a better opportunity than at present to add to the home library at low cost many of the good new books and some of the standard works. An hour spent in a bookshop may result in the selection of many a book long coveted, which will prove a good investment whether from the momentary pleasure which it gives, or the knowledge it contains.

Some of the recent additions to our library:

Two plays by Bernard Shaw
Saint Joan
The Apple Cart

Behemoth: Eric Hodgins and F. Alexander Magoun tell a fascinating story of the development of power from that of man and beast to the wonders accomplished by steam and electricity.

Lincoln Steffens in his autobiography writes entertainingly of his varied experiences from his home life in his early years on a California ranch and as a student at the University of California and German and French Universities. His journalistic work on leading New York newspapers and magazines, his participation in politics at home, his mission to Petrograd in 1917, and later at the Peace Conference, as well as other exciting experiences in his life, all contribute to a book of exceeding interest.

New Fiction:

The Actress	Applin
Inheritance	Bentley
Obscure Destinies	Cather
Three Loves	Cronin
A Good Man's Love	Delafield
Nina	Ertz
Sheltered Life	Glasgow
Magnolia Street	Golding
St. Vitus Day	Graham
Master of the House	Hall
Peter Ashley	Heyward
Hurdy Gurdy	Houston
Solange Stories	Jesse
Limits and Renewals	Kipling
Diary of a Young Lady	Knox
Narrow Corner	Maugham
Without My Cloak	O'Brien
These Changing Years	Payne
Blossomy Cottage	Perry
Black April	Peterkin
Far Away	Priestley
Flame	Scoggins
Aimee Villard	Silvestre
Spawn of the North	Willoughby

Planning a vacation is a part of the pleasure of a vacation, and now that dates have been assigned it remains to arrange how to spend the time to best advantage. Transportation companies are furnishing us with alluring guide books on both train and water trips. The Library has some books descriptive of New England and points far distant which it is impossible to reach in reality, but which can be enjoyed through the graphic accounts of intelligent travellers who have had leisure for extended exploration.

HEALTH NOTES

Spring-Clean Your Medicine Chest

HOW about your medicine chest, or that shelf where you keep all the old prescriptions for everything from colds to "charlie horses"? Did you clean that out when you did the rest of your spring house-cleaning?

If not, your job isn't finished. Go through the whole cabinet now. Leave only the essentials; put all the rest where they belong—in the rubbish can. And then rearrange the cabinet in good order so that you know where each remedy is.

Label all poisons and put them on a high shelf out of the reach of children.

Take drugs only on the advice of a physician. Always turn on the light, if the room is dark, so you can see what you are taking.

Don't keep prescriptions too long. They are likely to be mistaken for another kind of medicine.

IT'S TRUE HERE TOO

A corporation may spread itself over the whole world, and may employ a hundred thousand men; but the average person will usually form his judgment of it through his contact with one individual. If this person is rude or inefficient, it will take a lot of kindness and efficiency to overcome the bad impression. Every member of an organization who in any capacity comes in contact with the public is a salesman, and the impression he makes is an advertisement good or bad.

—Through the Meshes.

QUESTIONS AND ANSWERS

1. Have we dealers in Cuba, Puerto Rico, or the Philippines?
2. What section of the country is most responsive to salesmen at the present time?
3. What New Products have we brought out in the last year?
4. Where is the paper for our Black Neponset Flower Pots made?
5. How many "outside" salesmen have we on the complete sales force?

Answers to these questions will be found on Page 16. How many can you guess correctly?

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
Elizabeth Lawson
Albert Kimball
Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Ruth Milliken

On May 16 Bruce Farrar entered the Norwood Hospital for an appendix operation. We hope by the time this Review is published that he will be quite well again.

Josephine Antoine has been taking her vacation, staying at home while her mother underwent an operation.

Our roofing salesman in Georgia, Philip E. Vrooman, has announced his marriage on April 22nd to Miss Sarah Sharp of Atlanta. Congratulations!

Jim Mack was arrested and fined $5.00 for speeding in West Roxbury. Congratulations, Jim, on establishing a speed record. We didn't think the old bus had that much speed in her!

We see that Peg Delaney's Hudson is out of hibernation once more. If you are near a corner when Margaret is around, be careful. Anything is likely to happen!

Run, Veronica! It's good for two bases anyway! This is Veronica Makarevich just dropping the bat after giving the ball a mighty sock to center field

Anyone wishing to charter Peg Cochrane's "Lovable Sparerib" for scenic tours during the noon hours, please apply early, as the girls in the Stenographic Department are keeping it quite busy. This fancy title is the name given to Peg's extra "speshal" Dodge touring car. The rib in its roof which Ann Mahoney broke when they hit a bump has now been repaired and all is in A-1 condition.

Gertrude Brady has taken up bicycling to retain that "girlish figure."

Alice Clem gave a very successful program of songs over WBSO recently, and was accompanied by Gladys Boulter, pianist. Congratulations, girls, keep up the good work.

May Morrill left the employ of Bird & Son on May 12 and will become the bride of Mr. John Roche sometime the first of June. They will reside in Newark, N. J. On leaving she was presented with a silver Coffee Service, a Mixmaster and a bouquet of flowers. We wish them both the best of luck and happiness.

Miss Helen Ballou is now our Chief Operator.

Doug Johnston, Roofing salesman on Cape Cod, phoned the office very much excited Monday morning May 22nd and shouted, "It's a Boy!" Junior was born at the Goddard Hospital, Brockton, Sunday morning, May 21st. Congratulations, Doug!

Harold Murley, correspondent in Roofing Sales is out in the wide open spaces of Connecticut selling roofing products. The depression will soon be over.

Following the big baseball game in which the office girls participated, we interviewed the Umpire, Clarence Fuller, and we are happy to publish here the complete interview, word for word. It explains the game perfectly:

"How was the game?"

"It was a great game!"

"What was the score?"

"I don't know."

"Don't you know who won?"

"I don't know."

"How many strike-outs?"

"I don't know" . . . And so on, far into the night. Anyway, it was a great game!

Clarence Morse is becoming quite a farmer. He expects to raise enough vegetables this summer to keep the wolf from the door all winter.

Our deepest sympathies go out to Michael J. Hawkins whose wife passed away on Monday, May 22nd, after a very short illness.

April 7 was not only Beer Day but also open house with Al Kimball. 'Twas Al's birthday and he was the recipient of many gifts and cards. Al also wished his friends to share with him, so he passed out candy—fudge—and believe it or not, he made it himself and it was real good. Now Harry Hey wants to know if he takes in sewing, too.

Pat MacDonald is coming along fine with her driving lessons. The last time she was out she ran into only three telegraph poles. Her car, by the way, bunks in the barn with the horse, so is a little bit skittish at times.

From our domicile the Box Sales Department has seen a modern Juliet, standing on a balcony, south, gracefully tossing pieces of ready sliced bread to many hungry birds. Congratulations, Nellie! More power to you and more bread!

PAPER MILLS
East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah
Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Tony Feeney sure is making a lot of trips to Medfield lately. The boys are wondering if he is taking a course for enrollment in that Institution over there. How about it, Tony?

This month Henry Hartig completed 25 years' service with the Walpole Fire Department. The members presented him with a gold badge to commemorate this achievement. Congratulations, Henry.

For trailer service, such as ashes removed, cellars cleaned and general hauling, see Charles Rafuse. That sure is a nice looking outfit, Charlie, since you got it out of the cellar. But why dirty it with rubbish?

Congress has its Huey Long, Italy its Mussolini, Germany has Hitler, but Bird & Son has its own Maurice Sullivan Salvage Yard Politician, and those great Chancellors can't hold a candle to him.

BIRD'S ROOFS
CAPE LUMBER CO.
SO. PORTLAND, ME.
PREBLE 1318

Here is the young son of Mr. R. C. Brown of the Cape Lumber Company of South Portland, Maine. He may be only a youngster, but he seems to know how to pick the best roofings!

Recently we have seen Sophie Novick of the Lab riding to work on a bicycle. We thought she was riding to reduce until we found out that she threw away her driver's license for the current year. She got so used to bringing out the old one for inspection she hated to part with it evidently. When she applied for a duplicate the Motor Vehicle Department informed her that they had no record of her ever renewing her license. We are wondering what it is all about.

The card sharks have left the Brigade Room in favor of Barnyard Golf. Charlie Locke from the wilds of South Walpole is the chap teaching them the fine points and Charlie Rafuse of Trailer building fame, and Sig Anderson are the boys with the style. (They look like that statue of the discus thrower.) And we can't forget Bill Gokey trying to chisel all the points off of his opponents.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Joe Silva probably won't be kidding the fellows here about damp cellars any more. The tide has finally come up so high in Joe's cellar that his pet ducks swim right in and out the cellar window. Joe was afraid one of his small ducks would drown so he got in a washtub and tried to rescue the duck but the tub tipped over and someone had to rescue Joe.

There is a story going around that Willie Banks and some of his helpers went to meet an early train one Sunday morning and got there two hours ahead of time due to their not being used to this new fangled daylight saving idea.

The engagement of Thelma Holter, daughter of Helge Holter, and Mr. W. Grant McIntosh has been announced.

Herbie Chamberlain has started on his garden which is as large as usual.

Frank Moreiro and Ted Maddern announce they have an unusually good supply of spring chickens.

After finding a miscellaneous supply of dirt, animals, etc. in their various pockets which they could not account for Charlie Anthony and Bill Andrews are now locking their lockers.

The quahaug season is on with Pat Broderick, Albert Carlson, Bill Callan, Manuel Oliver and Tony Alves all reporting great luck.

We welcome Stanley Grodzki who has started to work in the Boiler Room.

Twenty-six years ago this June work was started on the Phillipsdale mill.

We are open to suggestions as to the proper manner of keeping Alec Homenick out of the Brigade Room noons so that he would not interfere with THE game.

Charlie Riley has been sporting a swollen eye. Did he get it chopping wood, or did he run into a door?

Henry Phelps would like to borrow a very small quantity af auto top dressing. Just enough for his car—say about a quart.

The smiling face at the right is that of Joe White who not only works in our Phillipsdale cutter room but is one of the snappy quartet that makes up the Hawaiian Aces which you may have heard broadcasting from WPRO in Providence. The other men are not Bird & Son workers

Jimmie Blessing is looking for opportunities to pick up old lumber to build himself a two-car garage. Anyone having any such lumber for sale may dispose of it by seeing Jimmie providing the cost is not too high.

Tony, the oiler, after being out a couple of weeks, is limping around here still nursing two black eyes, sore nose, head, shoulders, and what not. When questioned as to the cause of this condition, Tony says he fell down stairs. These must have been long stairs, Tony.

Clarence Pierson, holder of the world's record for changing residences, is out to break his own record. He has moved again.

No. 2 Box Shop Safety Committee. These are the men who direct the safety activities of the Box Shop which now has gone the longest number of calendar days without a lost time accident. Left to right, standing: Charles Logue, W. S. Jackson, Klemens Kaseter. Kneeling: Victor Taggart, William Duquette, Herbert Johnson

BOX FACTORIES
East Walpole, Mass.,
No. 1 Box Shop

Genevieve Pare *Earl Boyden*
John P. Walsh *Ralph Farris*

We welcome Julia Lewis and Nora Feeney back with us after their recent illness.

Bill Downing has turned into Billy the Boy Artist, and is giving his front porch a new coat of paint. Not to say anything at all of his efficient helper.

Francis "Red" Curran was observed on Sunday, May 21, inspecting the home on Winslow Avenue, Norwood, which he will occupy after his approaching nuptials.

James McComb has started an aquarium. He even has the girls collecting turtles and what-nots.

Bob Morse is sporting a new car—also rumor has it, a new bride!

Wilmer Wiggin is once more a proud daddy. This time a girl.

Mike Verderber, the Beau Brummell of the Shipping Department, was the first one on hand with a straw hat.

Tractor drivers take notice: See Joe Keefe for information regarding free haircuts.

Ken Towle has finally registered the Oakland and now Tom. Veriochi is the only holdout for lower insurance rates.

Congratulations to Domenic Long who will take the "plunge" on June 17th.

Billy "Goat" Head once more comes into the lime light, now as a caterer. According to his manager, Harold Watson, he has quoted the above mentioned Mr. Long a price on a wedding breakfast consisting of choice Islington rabbit from his own pedigreed stock.

No. 2 Box Shop

John McMahon
Martha McLauchlan
Frank Eisenhaur
Ambrose Fitzpatrick
Alma Walsh
Anna Duffy

If you should hear this famous saying, "What is it to you?", you would know that Paul Hunt is around.

The Printing Department wishes to welcome Tom Hazlett of Walpole into our midst.

Ruth Bailey and her brother Tom are at it again. They danced the jump rope, waltz clog at the American Legion and again at Islington Club House. Her brother sang and Ruth clogged.

The girls in the Flower Pots Department spent a very enjoyable evening at Alma Walsh's home recently. They all went home feeling fine after a good lunch. They all forgot their diets when they saw the table.

Frank Eisenhaur spends nearly all his spare time at Liggetts drug store. How that boy likes his special milk shakes! However, if anybody needs him for First Aid in a hurry, just call Liggett's and he will come to your assistance.

We extend our sympathies to Delia O'Donnell, whose brother is in the hospital very seriously ill.

Congratulations to Elmer Jordan on his 75th birthday, May 12th. He is the oldest man at the Roofing Plant and as active as they make them

ROOFING MILL AND OFFICE

Norwood, Mass., Mill

William Bothwell
Stanley Phillips
John White
Walter Cyr
Edward Hiller

John Ahearn is doing extensive alterations to his house on Railroad Avenue. Bird Shingles will play a prominent part of the finished job.

Everyone's sympathies are aroused. Nelson Bartlett's hay fever is here again.

A late news flash has it that the Roofing Laboratory is getting under way for its second expedition to the White Mountains. Numerous preparations are in evidence. Ed Lincoln is getting his legs into shape by training on the Bird Club hill, while Ralph Kemp has been doing the cooking at home these past few weeks in order to be in good form for the trip.

John Johnson is now a full fledged member of our Maintenance Department, being transferred from the Flooring Plant.

There are four sets of brothers at the Roofing Plant, which we believe is quite a record: Paul and Vincent DeLaiarro, Gus and Salvatore Purpura, Pompey and Salvatore Lacivita, and last but by no means least, the Sheehan brothers, Mike and John.

This year it is Jim Hanley who gets the prize for being the first "sunkist" man. The regions affected happen to be that expansive area on his head which is not very suitable for the growth of hair.

Ed Lincoln boldly defies Coleman Foley to bring in and show him that 100 jewel watch. Ed says that he comes from the old Missouri stock.

Joe Strumskis has hit prosperity, now driving a new Plymouth car.

John Coroski is still on our sick list, having a long siege of grippe. Hope to see you back soon, John.

"Bantam hen hatches fowl almost twice its size"—that's the headline that pages this item. Charlie Seavey is the master "breed-crosser." Give him a couple of turkey eggs and a bantam pullet and he'll work wonders.

A great mystery surrounds the return trip of William Bishop from Connecticut. He started from there with a rooster in the car, but when he arrived in East Walpole there was no rooster. We think you must have got hungry on the way up, Bill.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps
Charles Miller
Lester Evans
Laurence Gammell

Natale Cordo reports an increase in his family—a baby girl.

Jack Bradley will now do his researching in a laboratory transplanted from the Research Department to the Flooring Laboratory.

Carl Rafuse has been promoted from messenger boy to print block juggler in the Art Department. This means that Carl will no longer be seen walking at top speed through the mill.

We welcome Eino Mannimon as the new messenger to take Carl's place.

Austin Allen has received his diploma from the Brighton Finishing School. He has established an office at his home. Any make of car polished or resurfaced.

Edward Phillips is now working in the Flooring Laboratory.

We welcome a new man to the Undercoat Department—Hubert White.

Laurence Gammell wishes there was no such thing as a town report. Larry got married last December and the boys are just getting wise that he put something over on them. Congratulations, anyway, even if they are late.

Silvio Tronti has bought himself a new car—that is, new to him—a Ford.

A query from the Box Shop wants to know who the soccer enthusiast from the Floor Covering Plant is, who sees the soccer games by installments? First installment through the fence and second installment in the park after the gate keeper has left his post. Probably we'll never find out!

Some of the boys say the 3.2 is no good, so have taken up airplane riding for excitement.

"Gus" Hagman has turned scientist. He has been working in the laboratory lately helping solve the problems of floor covering. Already he has earned the degree of C.C. (Certified Chemist.)

Stuart Nickerson is in the limelight again. In addition to his ability as a golfing ace, this versatile gentleman is now equally proficient in strumming his banjo. Soon we expect to hear him humming as well, the completing the one man team.

The question is, are the little moustaches in the art department used to help match the colors?

It is true that the Ford Charlie Miller drives runs OK but it does not need a horn. It makes enough noise without this accessory. It's not like the smile you can see a mile, it's a rattle you can hear a mile.

CHICAGO MILL AND OFFICE

Roofing Division

John Matcha *Dell F. Lydon*

Glen Hall has planned to spend his Sunday mornings on the Mill Tennis Court in the hope that the beneficial rays of the sun will have a little effect on his bald spot and bring forth at least a few strands. The result of the first treatment was a bright red scull cap. Of course this will be followed by a peeling process and under this thin layer Glen has hopes hair will be found. Why not use Paper Mulch, Glen?

If you want to see Marshall Myers blush (and we don't mean maybe) just remind him of the Monday morning recently when he took to pounding on the "tummy" of a visitor he supposed was Mr. E. A. Tuscher, a former Bird employee, and discoursing on how to reduce such a corporation, only to find the visitor was a stranger to him, our dealer Mr. Rahn of the Elgin Lumber Company.

Mr. Wilson reports the folks in the Southwest are not looking for prosperity around the corner but are preaching it on all four corners. Chicago has started her "Go Chicago Week" today and we feel sure visitors to the Century of Progress will catch the spirit if they have not already had it. We are looking forward to meeting many of our fellow employees in the Bird organizations who will spend their vacations visiting Chicago during the Fair.

Bernice Cranston spent the week-end at Champaign, Ill., visiting friends.

Bob Brebach has told us what a good shot he is but we are somewhat credulous. He had promised to annihilate the little band of rats which make their homes in the vicinity of the Mill. Armed with his gun he perched himself in the doorway of the Mill awaiting an opportunity to display this skill but . . . the rats did not appear says Bob. We'll let you have your own opinion.

We are glad to see Wm. Rogers and John Matcha back on the job again after a week's absence due to illness.

The Office and Mill baseball teams will play their second game of the season tonight. The score of the first game was 13 to 9 in favor of the Mill.

Jonas Johnson brought his little daughter to visit us during his vacation which he spent "seeing Chicago."

We were glad to note by the last issue of Neponset Review that Mr. Hird had been made a member of the Board of Directors. Congratulations Mr. Hird, but we think we should say congratulations to Bird & Son, too.

The Mill employees are to be congratulated on the fine spirit shown when they were asked to put in many hours overtime in order to get out orders on file before the deadline on May 12th. The management appreciates such loyal cooperation.

Flooring Division

V. D. Szukalla *Gladys L. Davis*

Sadie Doughty thinks she has solved the transportation problem. She announced that she has only eight more dollars to save to enable her to buy a bicycle. She intends riding to and from work on it. Inasmuch as she has over 15 miles to go one way, we thought possibly she might be extremely tired when she reached her destination, but she advised that had all been worked out. She is going to get a motor for her "bike" that uses only three cents worth of gas a day and then, too, (the Scotch in her came to the fore) she said she could hang on to trucks and other vehicles going her way and shut off the motor at times. It was thought that perhaps she would become too calloused from riding, but she intends to have good springs in the seat and a back rest. Might we suggest, Sadie, that you have perhaps a side car attached, so you could pick up a few of the rest of us. And another convenience might be a lunch box. That might prove a saving; if you should get stalled, you wouldn't go hungry. You'll need a lot of nourishment if the motor should go dead and you are forced to pedal your way to work. Sadie said if she gets a blow-out, all that is necessary is to put adhesive tape over it. This would necessitate an emergency kit, but, at any rate, it looks as though she is going to have all the comforts of home.

You may be interested in reading the following memorandum received from Mr. Jakel dated April 20:

"I opened up Sterlings, Inc. at Sheboygan today as a new account. Mr. Sterling, owner of this store, was formerly manager of Henderson Hoyt Company at Manitowoc, who have handled our line for years.

"He stated he has had his kitchen floor covered with our old 3860 8/4 for six years and now that he is moving his residence to Sheboygan, he is taking it up and will use it again in his kitchen at Sheboygan.

"He says he feels like he might be termed a 'Hoarder', but the Neponset after six years of use is still in great condition and going fine. To use his own words, he stated, 'It seems you can't wear that Neponset out.'

"He again ordered Neponset for his new store today."

If the Baron Munchausen asked "Vass you there," Mr. Westcott would be able to answer "Yes" to the following story appearing in a Dallas newspaper dated April 26:

"Streets were coated with ice and gutters filled several inches deep in Dallas late Tuesday as a destructive hailstorm swept the city from the west. Reports were received of stones as large as baseballs in Oak Cliff. Hen-egg size stones fell in various sections and the fall of hail an inch in diameter was heavy and general. Windows were smashed by the hundreds, skylights were broken, greenhouses suffered heavy breakage

Workers in the No. 2 Box Shop which now holds the record for working the greatest number of calendar days without a lost time accident. On May 29th they passed the two year mark! They couldn't have done it without full cooperation from every member of every department. It's a record to be proud of!

of glass roofs. Holes were cut in the tops of automobiles and the fenders and motor bonnets were dented."

A tornado experience was reported by Ted Kilburn in the Peoria area. He said that while it only lasted about five to seven minutes, it was quite disastrous. Roofs were blown off and in one place he saw a smoke stack 15 feet in diameter bent by the storm. He himself just escaped being hit by a falling tree.

Mr. Boiteau of Indianapolis sent in the following:

"The attached will give you some idea of what the weather man has given us for the past week down here and he is still on the job at the present time. If it continues much longer, I shall imitate the girl on our label and will start hiking around the trade with a piece of waterproof Neponset held over my head."

The clipping attached stated: "RAIN—Owing to the terrible deluge, equaled only by the flood of 1913, thousands of shoppers were unable to attend Indiana's Greatest Sale!"

Meet Mr. F. W. Jakel, Milwaukee Flooring representative, wearing the full uniform of the American Legion Bugle Corps of that district

As far as the office and mill are concerned, the baseball season is open. (Shhhh! The office lost the first game.) Anyhow, one person at least had a perfect day. Laurie Wright reported four hits and four errors. Ain't dat sump'n?

Marie Lester and Gene Moore can boast of having the earliest sunburns of any in the office, but their hue cannot compare with that of Florence Morman when on May 12 she received a telegraphic birthday greeting from the B.F. Oh, flutter flutter!

The girls in the office spent a very pleasant few minutes recently while Mr. G. F. Hall of the Roofing Division demonstrated the Expando truck for them.

Lollypops were presented last month to your two correspondents, Virginia Szukalla and Gladys Davis, because it was they who finally divulged the name of the cute little boy pictured in the April issue. The handsome little man is none other than Erich Gach of the Chicago Laboratory.

◆

Tennis Plans for Coming Year

LAST month the East Walpole Tennis Club met and organized for the coming season. Frank Clem and Frank Vietze were re-elected President and Treasurer respectively and Albert Kimball was elected Secretary.

The tournament committee of last year was re-elected, namely: Frank Clem, Chairman, Frank Reynolds and Albert Kimball.

The tennis courts on Walcott Avenue were not in shape for the season at the time of the meeting, and as it was not certain just what would be done, the usual donation of $50.00 to the Park was postponed.

Plans for tournaments and matches with other Clubs were left in the hands of the Tournament Committee who will have something of interest to announce very soon.

To assure the continuation of the Club there should be at least twenty-five members. There are many more than this number of tennis players in the company, and the Club expects to have a full membership soon after the season opens. If you are interested in joining give your name to one of the officers.

The Walcott Avenue courts and the regular Park courts on Pleasant Street are now open and being kept busy by a large group of early season players.

◆

BASEBALL TEAM ORGANIZES

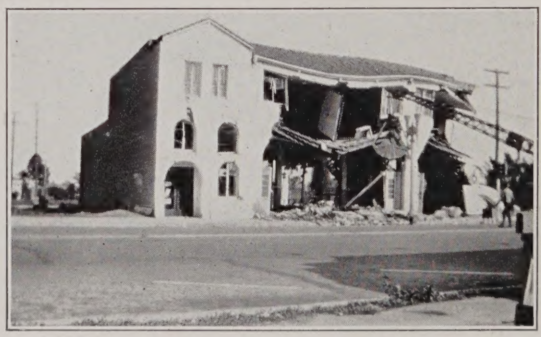
MANAGER ERNEST (IRISH) OAKES announces that plans are being completed for the opening of the Baseball season. Oakes was re-elected Business Manager and "Bullet" White, Captain-Manager at a meeting held last month.

Just as last year, we are not to join a League, but games will be arranged from week to week by the Manager. There will be two home games—Thursday nights and Sundays, and one out of town game (Saturdays) each week. If the support of the people warrants it, Oakes promises to bring to East Walpole the best teams in this section. There should be some great games this summer.

The material looks very promising as practically all of last year's seasoned players are expected to be on the field again. These will include: Captain Bullet White, Ernest Oakes, Bill Murphy, Bud Hale, Ray Walton, Leo Zinkowski, Stanton Slavin, John Dixon, David Bowles and Ralph Hall.

Watch for announcements about the first game.

◆



This gives a little idea of what Long Beach, California looked like after the recent earthquake. This picture was taken near Compton by our Los Angeles salesman, C. B. Miller

BUSINESS GETTERS

THE following list shows the larger orders taken by our salesmen during the period from March 15th through May 15th.

EASTERN FLOORING DIVISION

Stanley Blackmer, Kentucky and Southern Ohio—two cars floor covering.

G. B. Cocke, Virginia and North Carolina—half a car and four truck loads of floor covering.

J. L. Cook, Eastern Pennsylvania—two and a half cars floor covering.

A. L. Disher, North and South Carolina—three carloads floor covering.

E. R. Guise, New York—one truck load floor covering.

A. L. Hayden, Maine—two truck loads floor covering.

J. M. Kellam, Tennessee—four cars floor covering.

J. R. Maraist, Boston—three truck loads floor covering.

N. F. McCann, Central Massachusetts—one truck load floor covering.

W. J. Miller, Georgia—three cars floor covering.

I. C. Post, Eastern New York—two cars floor covering.

B. L. Sears, West Virginia—half a car floor covering.

WESTERN FLOORING DIVISION

C. A. Boiteau, Indiana—50 rolls of rug border, and another large order.

G. R. Groendyke, Michigan—a large order.

B. I. Hindmarsh, Chicago—two cars floor covering.

R. I. Holcomb, Oklahoma and New Mexico—two cars floor covering.

C. D. Knapp, Alabama, Mississippi and vicinity—a large order.

C. B. Miller, Southern California and Arizona—eight cars floor covering.

B. Morris, Arkansas—one car floor covering.

S. R. Reid, Missouri and Illinois—three cars floor covering and 135 rugs.

E. J. Roberts, Northern Pacific Coast States—three cars, five large orders, and a carload of lining felt.

C. E. Tyson, Chicago and vicinity—one car floor covering.

G. W. Wikelund, Upper Michigan and Wisconsin—one car floor covering.

EASTERN ROOFING DIVISION

J. B. Blandford, South Carolina—1 carload New American Wallboard and 1300 squares Lock Butt Shingles.

A. H. Brooker, North Carolina—2 carloads roofing materials.

E. J. Casey, Southeastern New York—40 squares Custom Built Shingles and 3,000 square feet Insulating Lath.

John Donnelly, Special Salesman—1,000 lbs. Plastic Cement.

W. W. Ford, Western Pennsylvania—2 carloads building materials.

Douglas Johnston, Cape Cod—60 squares 3-in-1 Strips Thick Butt Mountain Green Blende, 165 gallons Emulsified Asphalt No. 10A, 2,300 square feet Roof Insulator and 5,000 square feet Insulating Board.

E. F. Murphy, South Shore, Massachusetts—110 squares Neponset Double Twins, Green.

J. H. Van Hoy, Florida—a large order of Proslate roofing.

P. E. Vrooman, Georgia—one carload building and roofing materials.

WESTERN ROOFING DIVISION

C. P. Conger, Illinois and Missouri: a straight carload order for 180 squares of Insulated Bric Siding.

H. M. Clark, Iowa: 116 squares of Giant Super Twins Thick Butt Green and 58 rolls of 30 lb. Asphalt Felt.

In addition we secured several cars from each of the hail damaged cities of Dallas and Greenville, Texas, and Baton Rouge and Fort Allen, Louisiana.

BOX DIVISION

A. J. Bushell—1 Carload Corrugated for Washing Fluid; 1 large Carload Corrugated for candy; 1 car of Corrugated for hand soap; 1 car of partitions for beer cases.

H. M. Doherty—½ carload Solid Fibre for leather products; 1 large carload Solid Fibre for rubber heels.

J. P. Dolan—1 large carload of Solid board sheets for shoe cases; 1 carload of Solid Fibre for bread; 2 carloads of cases for shoes.

H. B. Fuller—½ car of cases for Parowax; ½ car of cases for rubber footwear; 3 cars of cases for thread. (Corrugated and Solid.)

E. B. Holmes—3 cars of Solid Fibre for shoes; ½ car for chewing gum.

W. H. Lenigan—½ car of Solid Fibre for tea and coffee; ½ car Solid Fibre for cotton goods; 2 cars Solid Fibre for macaroni.

J. B. Maguire—2 cars of Solid Fibre for butter; 1½ cars of Solid Fibre for sardines.

H. B. Mason—½ car of wood frame cases for textiles; Approximately 6 cars of Solid for soap products; 1 car partitions for wooden beer cases.

NOTICE

To complete its files the East Walpole Library needs a copy of the Walpole Town Report for the year 1932. If you have a copy which you are willing to donate for this purpose, please communicate with Miss Blaney, Department L.

OFFICE GIRLS' BASEBALL GAME

by

Ruth Milliken

ON the evening of May 22, the girls of the Stenographic and Billing Departments hied themselves forth to the Bird School Playground to engage in a battle Royal—called Baseball.

The girls in the office had not been known to try anything of this kind before and, as expected, many mistakes were made, which, of course, brought much amusement to the large crowd that this unusual game attracted. All the thrills and spills that were expected took place and even though the score did run rather high, the game was well worth seeing. Even our official photographer, Ed Grout, was on hand and the pictures that he snapped may be found in this issue.

Hail to the winners!—the Billers Baseball Team: Back Row, Helen Makarevich, Blanche Walukevich, Rose Silverman, Katherine Kane. Front Row: Betty Benson, Mary Bannon, Muriel McDonald, Statia Markewicz and Mary Geary

The battery for the Stenographers was Percy and Cochrane, pitching, and Makarevich, catching; and for the Billers, McDonald and Bannon, pitching, and Benson, catching. Clarence Fuller was the Umpire at the plate and Frank Eisenhaur Umpired on the bases.

The "brilliant," but defeated Stenographic Baseball Team—Margaret Sheehan, Gertrude Brady, Veronica Makarevich, Ruth Milliken, Ann Mahoney, Caroline Delaney, Louise Percy and Agnes Flood. Kneeling in back, Margaret Corcoran and Mary Blazonis

The end of the first inning found the score—Stenographers 14, Billers 1—but the Billers started climbing fast after that inning and the Stenographers were only able to get a few runs here and there, the final score at the end of the sixth inning being—Billers 27, Stenographers 22.

Stenographers		*Billers*
V. Makarevich	Catcher	Benson
Percy-Cochrane	Pitchers	McDonald-Bannon
Brady	First Base	Geary
Mahoney-Clem	Second Base	Kane
Delaney-Cobb	Third Base	S. Makarevich
Blazonis	Shortstop	H. Makarevich
Flood	Right Field	Bannon-McDonald
Cochrane-Percy	Center Field	Barrett
Sheehan	Left Field	Silverman

Louise Percy hit two home runs, one in the first and one in the second inning.

Notwithstanding the injuries sustained, sore muscles, lack of gloves and other equipment, and the apparent lack of knowledge of the game, it really proved lots of fun and exercise for the girls and we hope that they will give us more of their "Baseball" Games.

RECENT VISITORS AT OUR PLANTS

East Walpole and Norwood Plants

Mr. M. C. Dowd, Charles Dowd Box Company, Worcester, Mass.

Messrs. John and Mitchell Fishman, Capitol Furniture Co., Lawrence, Mass.

Mr. Corbett, Gilchrist Company, Boston.

Mr. Doyle, R. H. Macy Company, New York City.

Messrs. Robert Erb and C. P. Wallace of J. F. McElwain Company, Nashua, New Hampshire.

Mr. C. D. VanWagner, Sales Manager, Champion Fibre Company, Canton, North Carolina.

ANSWERS TO QUESTIONS ON PAGE 9

1. We have no dealers located in these islands, but we ship quite a lot of Floor Covering to both Cuba and Puerto Rico through an export dealer in New York.
2. New England is most responsive.
3. Insulated Bric Siding, Proslate Roofing, Side Wall Strips, Duplex Kraft Building Paper, Bird Building Board, New Wall Boards, Floor Dressing, Emulsified Asphalt, Duracork Floor Covering, Floor Wax, and Textile Boards.
4. The paper is made on No. 4 Paper Machine and then sent to the Roofing Plant to be saturated. From there it goes directly to the Flower Pots Department.
5. We now have 105 outside salesmen.

ACKNOWLEDGMENTS

We shall always remember with deep gratitude your comforting expression of sympathy. The Phillips family.

I wish to thank all my friends at Bird & Son for their sympathy and kindness at the time of the loss of my mother.
Dwight P. Colburn.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt
Giant Super Twins Thick Butt
3 in 1 Thick Butt
NEPONSET Double Twins
American Double Twins
Super 3 in 1 Thick Butt
Improved Twin Lock
Hex-Twins
Individuals
Giant Individuals
Custom Built
Lock-Butt
BIRD Insulated Bric-Siding
Sidewall Strips
Multi-Bric Siding
Art-Bric Siding

BIRD Roll Roofing

Paroid
Art-Craft
Shingle Design
Slate Surfaced
American Ready
Old Reliable
Universal
Waterdyke
Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black
Saturated and Coated
Super Sheathing
Economy
Refrigerator Insulating
Paper Mulch
Reenforced Kraft Paper
Duplex Kraft

BIRD Wall Board

NEPONSET Board, Cream White
American Board
SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)
BIRD Building Board
BIRD Insuliner
BIRD Air Cell Insulating Board
BIRD Insulating Blanket
Paroid Built-up Roof
BIRD Deadening Felt
Asphalt Felt
Floor Dressing
Plastic Cement
Roof Coating
Asphalt Emulsions

Flooring Division

BIRD Rugs
BIRD Floor Coverings
BIRD Tile Flooring
Economy Rugs
Economy Floor Coverings
BIRD Hall Runner
BIRD RugBorder
BIRD Carpet and Rug Cushion
BIRD Lining Felt
BIRD Saturated Felt
BIRD Duracork Floor Covering
BIRD Duracork Hall Runner
BIRD Wax

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases
Wood Frame Fibre Shipping Cases
Textile Board

Carton Division

BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes
Flower Pot Covers
Earth Bands
Plant Boxes

Special Paper Division

Standard Pressboard — Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes
Cable Insulating Papers
Laminated Binders' Board

BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG. U.S.
MARK
PAT. OFF.
WATER PROOF

{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XXI *July 1933* No. 7

BIRD & SON DISPLAY AT CHICAGO EXPOSITION

EIGHTEEN different Bird Products are being either exhibited or actually used in construction at the Paper Industries Exhibit of the Century of Progress Exposition at Chicago which opened last month.

The Bird Exhibit is entirely Paper Products and includes the following: Shipping Cases, Shoe Cartons, Building Papers, Laminated Cover Board, Rocket Board, Socket Paper, Neponset Flower Pots, Tack Boxes, Pressboard, Puzzle Board and Mulch Paper.

Perhaps even more interesting than this exhibit of our products is one of the bungalows of the Paper Industries Exhibit which contains seven of our best known products in its construction. The roof is protected by our famous Custom Built Shingles. The outside walls are of Insulated Bric Siding, and within the house are floors of Duracork Floor Covering and Bird Rug Border, a kitchen with Bird Wallboard—Tile Design, and rooms in which Bird Rug Cushion and Bird Lining Felt are both used.

Without any doubt this Fair is one of the greatest "shows" on earth. The grounds and buildings are immense, but the exhibits to be housed in these buildings are still more wonderful. For all those who are able to make the trip, it will undoubtedly be worth all the effort and expense.

A special letter is being sent out by our company inviting all friends of the company who attend the Fair to visit the Chicago Plant and Office at 1472 West 76th St. This is a four-page letter, with a center spread showing the artist's picture of the grounds and lagoon in colors.

We hope particularly that every Eastern Bird worker who attends will avail himself of this opportunity to visit our Chicago Office and become better acquainted with those who handle our Western business.

TWO NO-ACCIDENT MONTHS

WE'VE done it again! For the second month in succession we have made a record of no lost time accidents.

A number of men have received minor injuries during the month of June, but none serious enough to cause a lost time accident. It's a great feeling to look back on a record like that. We haven't had two consecutive no-accident months for a number of years and it is something to be proud of!

No amount of mere "luck" could make such a record. Only real safety work on everyone's part could accomplish it.

Ed Wynn, the Fire Chief, tells about a peculiar bird, the "Mugwump" bird, which flies backwards because it is more interested in seeing where it has been than where it is going to. We are interested in our past accomplishments, but let's not have any "mugwump" birds in our Safety work. Let's look back to see our mistakes and how we can correct them, but most of the time let's look *forward* to what we hope to accomplish in the future.

MAKE JULY ANOTHER NO-ACCIDENT MONTH!

JAMES J. GEARY COMPLETES FIFTY YEARS OF SERVICE

CONGRATULATIONS to James J. Geary who completes fifty years of service with the company on July 9th. He is the fourth active employee to attain this honor since Jack Smith started the ball rolling five years ago.

Jim has been a paper maker all his life, starting as a boy in our mills. He has worked on No. 5 machine since 1914 and has been No. 1 man on the machine since 1919.

He has two daughters who are working in our offices—Mary, in the Statistical Department and Catherine in the Billing Department.

Previous to his coming with Bird & Son he had worked with both Tileston-Hollingsworth Company of Hyde Park and the American Glue Company. In his younger days he was quite a runner and used to capture all the prizes for track events in this vicinity.

SUGGESTIONS

BECAUSE his suggestion for a Double Crease brought about an improvement in a product —a box made at No. 2 Box Shop—John Clancy received in June an award of $25.00.

Seventeen other suggestion awards were made as follows:

Classified as showing a savings in Manufacturing Cost and given $10.00 awards:

Adjustable Steam Pipes at No. 1 Machine	Ben Cozzi, Chicago
Gravity Rollers for General Work	Ralph Farris, FXVI

(Continued on next page)

(Continued from Page 1)

Classified as of intangible value and given an award of $5.00 each:

Change Design of Channel Irons	John Broadley, EMM
Eliminate Splitting of Pinion Gear	R. G. Fulton, FBPM7
Cable Roll at Ovens	I. C. Goding, FFM
Special Protection at Shaft No. 1 Machine	H. Goudie, Chicago
Protection on End of Super Heater	Lewis Keddy, DMPM4
Spring Hinges for Back Board on Jogger Table	Charles Logue, FXR
Steps at Front Side of Saturating Pan No. 5 Machine	James Loughman, FBP
Protection on Cement Blocks on FXCM No. 1	Peter J. McCall, FXC
Longer Plate for Unloading Trucks at DPH Platform	Jack Mello, DPH
Paper Guide Between Creaser and Glue Board on FXRM6–7–8	Anthony Montisano, FXR
Raise Platform of Electric Jitneys	Pierino Palazzi, FBV
Box Formers for H and BM Machines	D. H. Regan, EMM
Guides at Slitter Shaft FXCM2	Patrick Sylvester, FXC
Eliminate Wear on Belt in Motor Room No. 2 Paper Machine	George Wallace, EMW
Iron Plate at Back End of FX1 Combiner	James Constantine, FXC

You will notice that for the first time the Chicago suggestions have been included in our list. From now on Chicago suggestions will be handled exactly the same as all others. They will be investigated in Chicago, and sent on to the Committee at East Walpole for final decision. At the end of the year they will compete with the best suggestions from all departments for the big awards made each January.

There will be plenty of opportunity at Chicago for the men to suggest new ideas of real value, and it may be when next January comes around, that the award for the best suggestion of the year will go to Chicago, rather than to East Walpole, Norwood, or Phillipsdale.

DEATH OF DAN JONES

DAN JONES, a paper maker with us for thirty-six years, died at home in East Walpole on Wednesday, June 21st.

He had been in poor health for some time, but had recovered sufficiently in April to return to work. He was on the job until June 6th, when this second illness set in.

He first started with Bird & Son on March 4th, 1897 as a helper on No. 3 paper machine, and has always worked on that machine.

Funeral services were held at the home on Saturday afternoon, June 24th. He is survived by his wife and one son, Russell, to whom we extend our deepest sympathies in their loss.

Card of Thanks

We wish to thank our friends at the Roofing Plant and the No. 2 Box Shop for their beautiful gifts received last month.
Mr. and Mrs. Edmund Wenstrom.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during July:

			Years
James J. Geary	7–9–1883	Paper Mill	50
Elmer Bartlett	7–25–1885	Vice-President	48
Thomas Graney	7–8–1890	Maintenance	43
Martin King	7–14–1892	Maintenance	41
James Hammond	7–14–1894	Paper Mill	39
W. F. Geary	7–1–1896	Finishing Mill	37
Eric Anderson	7–2–1898	Maintenance	35
Andrew Mannimon	7–28–1898	Roofing Plant	35
James Hadden	7–1–1903	Maintenance	30
H. B. Fuller	7–1–1905	Box Sales	28
Sam Graves	7–16–1906	Janitor	27
Chester H. Andrews	7–10–1907	Box Sales	26
A. H. Russell	7–27–1907	Purchasing	26
John Graney	7–8–1908	Flooring Watch	25
Fred Weiss	7–23–1909	No. 2 Box Shop	24
John Zabrowski	7–6–1911	No. 1 Box Shop	22
Holly B. Dyer	7–14–1911	Finishing Mill	22
Carl Osterlund	7–28–1911	Maintenance	22
William E. Harper	7–30–1912	Power and Steam	21
John Lydon	7–24–1913	No. 2 Box Shop	20
Patrick Costello	7–29–1913	Finishing Mill	20
Marion F. Smith	7–1–1918	Main Office	15
Enrico Macchi	7–8–1918	Roofing Plant	15
Anthony J. Capachin	7–16–1918	No. 2 Box Shop	15
Carlo Giametto	7–23–1918	No. 1 Box Shop	15
H. M. Doherty	7–9–1923	Box Sales	10
Attilio Tronti	7–11–1923	Roofing Plant	10
Donald W. Ross	7–17–1923	Flooring Plant	10
Victor Jankowski	7–20–1923	Box Shop	10
Thelma Patten	7–23–1923	Main Office	10
Frank Vietze	7–23–1923	Main Office	10
Julia A. Lewis	7–2–1928	No. 1 Box Shop	5
Victor Taggart	7–7–1928	No. 2 Box Shop	5
Roland Rafuse	7–9–1928	Flooring Plant	5
Steven D. Wilson	7–9–1928	Flooring Plant	5
John W. Hunter	7–9–1928	No. 1 Box Shop	5
Paul DeLaiarro	7–9–1928	Roofing Plant	5
John Bradley	7–9–1928	Flooring Plant	5
Newell Tibbetts	7–10–1928	Roofing Plant	5
Michael Sylvester	7–10–1928	Roofing Plant	5
Tony Panessa	7–10–1928	Flooring Plant	5
Domenic DelGrosse	7–10–1928	Roofing Plant	5
Chas. Bochanovich	7–11–1928	Flooring Plant	5
Mario Tomassetti	7–11–1928	Roofing Plant	5
J. Henry Smith	7–13–1928	Roofing Plant	5
Amos Craig	7–18–1928	Flooring Plant	5
Elliot E. Webber	7–24–1928	Flooring Plant	5
Charles F. Hooper	7–25–1928	Flooring Plant	5
John Terpstra	7–27–1928	Paper Mill	5
James O'Sullivan	7–27–1928	Flooring Plant	5
Ralph D. Clark	7–30–1928	Paper Mill	5
John Aviznis	7–30–1928	Flooring Plant	5
Earl O. Boyden	7–30–1928	No. 1 Box Shop	5
	Phillipsdale		
Fergus Christie	7–1–1913		20
Francis Hall	7–2–1928		5
	Chicago		
Harry C. Prinzler	7–1–1913		20
	Canada		
C. P. Cowan	7–8–1910	Montreal Office	23
J. Picher	7–31–1911	Pont Rouge	22
L. Dionne	7–6–1928	Montreal Plant	5
F. Basset	7–14–1928	Montreal Plant	5
P. Bedard	7–13–1928	Pont Rouge	5
A. Everett	7–27–1928	Pont Rouge	5

Notes From Plants and Offices

MAIN OFFICE AND SALES

A cordial welcome is extended to Marguerite Rorke who is now in the Billing Department and Robert Hauck working in the General Ledgers Department.

Before 3.2 made its appearance in United States we could understand why Anne Smith and Pauline Rafuse made so many trips to Canada, but their May trip to Nova Scotia has us completely baffled.

Dorothy Lynch's friends are very happy to hear that she is rapidly recovering from injuries received in a recent automobile accident.

We welcome the following in the Mail Room and Stenographic Departments: Dorothy Acton, Dorothy Elwell, Mary Lindsay, Mary O'Connell and Carl Wurzel.

We extend our sincere sympathy to Alice Conley in the loss of her father.

Dorothy Smith left the employ of Bird & Son to become the bride of Bruce Farrar, of the Mail Room, on June 17. The wedding took place at the home of the bride's parents, after which they left on a brief honeymoon in Vermont. They will reside at the home of the groom on Washington St., East Walpole. We wish them the best of luck and happiness in the years to come.

PAPER MILLS

Jack Rasch recently spent an enjoyable vacation—one of the first to take a vacation this year.

Perley Mudgett spent his vacation at his home town near Bangor, Maine.

Again Norman Brookes leads in setting the fashion for snappy clothing. Gracefully attired in *shorts*, he presented a fine appearance to the homeward bound traffic from the Cape last Sunday afternoon.

After attending the recent class reunion at Yale, Mr. Lines has been heard singing "The Old Gang Ain't What it Used to Be."

Ralph Wilkins attended the Superintendent's Conference at Green Bay, Wisconsin the early part of the month and spent several days at the World's Fair on his way home.

Phillipsdale

Three new members have been appointed to the Phillipsdale Safety Committee; Fred Billings, Fergus Christie and Louis Doyle.

According to all the signs summer has arrived. Manuel Perry has been going around under a big straw hat with a thermometer strung around his neck and George Hawley has taken off enough sweaters so we can at last see his vest.

John Barquist supervised the voting in Seekonk recently to see that his town did right by the repeal amendment.

We welcome two new men this month—Apolonis Matonis in the cutter room and Oscar Bolin in the boiler room.

Buster Richardson was married on June 24 and Red Harrington on June 29. We congratulate them both and hope they let us know the ladies' names.

No. 2 Box Shop

Clemens Kaseter is the proud father of a baby boy born on June 6th.

Depression doesn't bother Elizabeth Florest. She "took the plunge" on June 10th, marrying Edmund Wenstrom of the Roofing Mill. Her fellow workers presented her with a beautiful table lamp, with a mock marriage ceremony in the Flower Pot Department. The stunning groom was Paul Hunt and the bride was Ruth Bailey. Paul sure knows how to act his part!

We hear that Mildred Florest is sporting a diamond. Congratulations! And who is the lucky man?

We are all sorry to hear that Ruth Bailey is ill at the Norwood Hospital. The latest report is that she is doing well and ready to go home. We hope she will be back to work soon.

ROOFING MILL AND OFFICE

Walter Cyr has left us and is now working at the Main Mill. Success in your new job, Walter.

Edmund Wenstrom and Miss Elizabeth Florest of the No. 2 Box Shop were married on June 10th. Ed received a royal send off on the eve of the wedding. Presents and volumes of "What Every Married Man Should Know" accompanied him. Best of luck!

Jim Weir has left the office and is now working on the machines. Other new faces in this same department are Douglas Rafuse, Louis Bagley, John Landers and Charles Billotta. We welcome them all.

We welcome Leon Zinkowsky, our new office boy. We understand he has built up quite a reputation as a pitcher on the baseball squad. Here's hoping the ladies in East Walpole don't affect your control, Leon.

All members of the second Laboratory expedition to the White Mountains have returned safe and sound except Jim Hanley, who is suffering from the bites of a large percentage of the insects of New Hampshire.

Jim Hanley made a trip to Rhode Island a few weeks ago. You are wrong in what you are thinking about—the tenth reunion of Jim's class at Rhode Island State College was the purpose of the trip.

FLOORING MILL AND OFFICE

Robert Barss has changed his residence to 351 Main Street, North Sharon, Mass.

It seems that partnerships along the road of married bliss are growing more and more popular, judging by the list of newly married men at the Flooring Plant. Amos Craig, Jack Smith, Hugo Salamma, Laurence Gammell are all among those to have taken the fateful step.

From what we hear, Frank Kissel will be the next man to take on self-imprisonment. All there is left now is the march down the aisle.

Laurence Gammell starts July 8th for Camp Devens, joining Company G on its annual tour of duty.

William Pratt has been transferred to the Print Machines and Gordon Hall is taking Bill's place.

We welcome all the new employees who have joined our forces since the last Review.

It must be about time for Elliot Webber to attend his tour of duty with the Marine Reserve.

CHICAGO MILL AND OFFICE

Roofing Division

During the month of June Messrs. Bailey, Kilham, Dyess, Clark, Williamson, Peterson, Walker, Sare and Wikelund visited the plant and we also had a visit from Mr. Hettinger of the Hettinger Lumber Company of Appleton, Wis.

Ben Cozzi received $10.00 as a prize award for an accepted suggestion and H. Goudie $5.00. Aside from the monetary consideration, which is nothing to be sneezed at these days, there is a satisfaction in knowing your ideas have some value. Hope we can print a larger list of prize winners next month.

Congratulations and best wishes to Marshall Meyer who celebrated his 22nd wedding anniversary on June 21st.

Bill Rogers surprised us on Monday by announcing his wedding the previous Saturday (June 17th). Best wishes!

Glad to see Ernie Jacobs back on the job after a week's illness, and this goes for Bob Rush, too.

On June 5th Gresh Brebach became the proud daddy of an 8½ lb. baby girl—Marlyn Carol. She remembered him with a dainty gift on father's day.

Flooring Division

A get-together party was held on June 22 by a number of the girls in the office to see who could eat the most. The person who "ate" the most was—well, whom do you think?

Even though Alice Wood hadn't returned from her vacation at the time these Review notes went to press, she says on her card: "I'm saving the fish stories till I get back so be ready to believe anything." They had better be good, Alice.

Gene Moore again had the misfortune of having his car tampered with. The headlights and back seat were stolen. It looks like someone was told to take a back seat.

Mr. Hanna gave the office force a treat by appearing in a new light gray suit. We guess "B. J." thought it was too much competition so he bought a new straw "kelly."

Our recent visitors included Messrs. Boiteau, Dyess, Groendyke, Knapp, Peterson, Sare and Williamson. What everyone wants to know is on what Messrs. Dyess, Peterson and Williamson spent 85 cents apiece the first night they went to the World's Fair?

BASEBALL NEWS

FOUR games—two victories and two defeats—have been chalked up by the Bird & Son baseball team this season. The team is shaping up well, and Manager Oakes looks forward to a busy summer of good ball games, many of them to be played in East Walpole.

Players this year include: Manager, Ernest Oakes; Captain, Howard White; John Dixon Leon Zinkowski, Stanton Slavin, Joe Smelstor, Leon Smelstor, Robert Graney, "Bud" Hale, William Murphy and Ernest Zinkowski.

On July 9th the Nadeau's Allstars will play in East Walpole, and they have with them Miss Harriet Smith, one of the best woman pitchers in the country. Don't miss this game!

Scores for the games to date are:

June 16—Won from Stoughton at Stoughton—8 to 3.
June 21—Lost to Norwood at Norwood—4 to 3.
June 25—Won from Norwood at East Walpole—13 to 1.
June 28—Lost to Braintree White Sox at Braintree—4 to 3.

TENNIS CLUB ACTIVITIES

by
Frank Clem

AFTER splitting six singles matches, three each, the East Walpole Tennis Club dropped three doubles matches and lost to the Brockton Y. M. C. A., 6 to 3 at Brockton on Saturday, June 24th, in the first match of the season.

The summary:

Singles Matches:

	East Walpole		Brockton
No. 1	Carl Clem	defeated	Willis 6–4, 6–3.
No. 2	Frank Clem	defeated	Johnson 6–3, 2–6, 10–8.
No. 3	Stanley Phillips	lost to	Mason 6–2, 6–2.
No. 4	Albert Kimball	defeated	Noonan 6–3, 9–7.
No. 5	John O'Kane	lost to	Boyden 10–8, 6–4.
No. 6	Edward Phillips	lost to	Walker 6–8, 6–4, 6–2.

Doubles Matches:

No. 1 Carl Clem and Frank Clem lost to Willis and MacLaughlin 10–8, 5–7, 9–7.
No. 2 Albert Kimball and Stanley Phillips lost to Johnson and Mason 6–2, 6–3.
No. 3 John O'Kane and Edward Phillips lost to Chase and Noonan 6–2, 6–3.

A return match with Brockton will be played on Saturday, July 8th.

Entries for the Francis William Bowl Tournament will close July 8th. This tournament is open to all Bird & Son employees, residents of Walpole or East Walpole and Club members. Entries can be made by signing the notice at the courts or by giving your name to Albert Kimball, Accounting Department or Frank Reynolds, Research Laboratory.

WHO HAS THE BEST GARDEN?

JUST how good is that wonderful garden you tell your friends about? How does it compare with the gardens of other Bird & Son workers? Here's your chance to find out.

Send in a picture of your garden to the *Review* Editor and we will publish a page of garden snapshots. It doesn't make any difference whether it is a flower garden or a vegetable garden, as long as the picture is clear and shows your garden at its best.

We will publish one page in the August issue, and if you send in enough pictures, another page in the October issue.

So send in your pictures, watch for the next *Review*, and judge for yourselves—*Who* has the best garden?

GOLF NEWS

THERE must be something about Bird Roofing that makes good golfers, because at the present time, June 26th, the two leading teams in the league are the Roofing Mill and the Roofing Sales Department. However, the season has just started.

There are three new teams in the League this year, the Service Department (Arthur Mellin and Carl Wurzel); Credit Department (Charles Sumner and Robert Rodd)and Laboratory (Jack Bradley and Herman Barker). Everyone is taking a lot of interest in the game this year and it looks like a good season for all the ten teams which are members of the League.

Acknowledgments

I wish to thank my friends at Bird & Son for their sympathy and kindness during my recent bereavement.

Anne Brennan.

We wish to thank our friends at Bird & Son for the expressions of sympathy and the floral tributes during our recent bereavement.

David Bowles and family.
Nellie Bowles, Mrs. Rowell, Mrs. Watkins

We wish to acknowledge with sincere thanks the kind expression of your sympathy.

Mrs. D. A. Jones and son.

For Sale

A used Seeger Refrigerator in good condition. Price Reasonable. Apply to H. E. Fuller, Department CE.

BIRD'S NEPONSET REVIEW

Vol. XXI *August 1933* No. 8

WE ARE DOING "OUR PART"

A PLEDGE of complete support of the Industrial Recovery Act, a promise to put into immediate effect President Roosevelt's Blanket Code, an important announcement regarding a proposed plan of Plant Councils for Bird & Son, and an announcement concerning several major changes within our organization — these were the subjects brought by President Allen before one of the most interesting of the Supervisory Group meetings, held on Thursday, July 29th.

NRA
MEMBER
U.S.
WE DO OUR PART

Elsewhere in these pages is published President Allen's talk on the National Industry Recovery Act. We urge you to read it, to get a clear picture of just what the act means. Already the Blanket Code has gone into effect and several of the new codes for the various industries are now in our hands, ready to be put into operation as soon as possible. Mr. Allen stated that although the deficit is less so far this year, our books are still "in the red" at the end of the first seven months of 1933. In spite of this, however, we are increasing wages in compliance with the Blanket Code, with the hope that stablizing prices will bring us back to a profit basis. He said further that just as soon as the business did show profits again, there would be an increase in the salaries, as the salary workers had taken a much bigger decrease proportionally than the wage workers. When all the new codes have been accepted and put into operation, it may also be necessary to adjust the wage rates to fit the agreements, although the management hopes that this will not be necessary.

Cooperation Essential

He spoke again of the fine spirit of cooperation which everyone had shown throughout the past two years and hoped that it might continue during the difficult months ahead while these radically new plans are being worked out. Mr. Allen said that because every forward-looking management needs the help of every man and group of men in the organization, he was suggesting the immediate formation of Plant Councils to provide the means for quick decisions on the many plans and policies which are bound to come up in this period of adjustment and establishment of the various codes. Our plants are more complex than some because we have many different lines of manufacture.

Plant Councils are not new. Similar plans are already in operation in several large organizations. From a study of these plans, a suggested plan of our own has been drawn up—one which we hope will fit our organization. We believe it is simple, clear-cut, and one which will be of great assistance to the men and management in their individual and common problems.

The plan calls for separate Councils in each plant, to be made up of employee representatives elected by the employees and an equal number of management representatives appointed by the management. These Councils will act on all matters regarding wages, hours, working conditions, plans and policies, suggestions, and criticisms. Important recommendations will be referred to a General Council composed of representatives from all Plant Councils.

Many Decisions on Policies

To quote President Allen: "Because of the different products made in our mills, we will be compelled to operate under different codes, there will be many decisions on plans and policies . . . we hope and confidently expect great help in these matters from the Plant Council Groups."

The suggested plan and a full explanation of it will be presented in next month's *Review*.

In closing his remarks at the meeting, President Allen referred to certain changes in the organization which were to take place on August 1st and called upon Mr. Bartlett and Mr. Wyman, who are relinquishing their former routine work and taking on advisory and consulting work, to say a few words. They both spoke of their many enjoyable years of association with the business—Mr. Bartlett 48 years and Mr. Wyman 46. They said they welcomed this opportunity of being released from the details of routine work, to share an office together; that the "latch-string" on their office door would always be out, welcoming at any time anyone who might want to see them.

TURN THE PAGE

and read Mr. Allen's clear explanation of the National Industrial Recovery Act, given by him at the recent meeting of the Supervisory Group.

THE NATIONAL INDUSTRIAL RECOVERY ACT

What it is and what it Hopes to Accomplish

(A talk by President Allen at the recent meeting of the Supervisory Group.)

THE Industrial Recovery Act came into being for the reason that there existed a "national emergency productive of wide spread unemployment and disorganization of industry, which burdened interstate and foreign commerce, affected the public welfare and undermined the standards of living of the American people." The Act is to be in effect two years, unless the President or Congress decide otherwise. The President has almost unlimited powers to negotiate with industries and trades in the country, to get them to adopt codes of fair competition which will spread employment by reducing the hours of work per week per person and increase incomes by fixing a minimum wage for labor in each industry.

Codes for industries propose to improve conditions by the adoption of rules against unfair trade abuses which have forced us to sell at below cost prices under ruinous competition. A code agreed to by a substantial majority of an industry and approved by the President becomes really the law of the industry and violations of such codes are punishable by fines. Where licenses are issued, violators of the license are liable for imprisonment.

To Increase Buying Power

The purpose is simple and clear. The basic idea is to provide employment by reducing the work-week and increasing the worker's income by the establishment of minimum wages. The idea is based on this theory: if the value of human labor is destroyed, the market for the product of that labor is also destroyed. As the purchasing power is lowered, production declines and vice versa. The old idea that an individual has a right to buy at the lowest possible price, even if the price is below cost or based on sweat shop wages, has been, temporarily at least, put one side. If the plan works, we will pay fairer prices for manufactured products, thus allowing fairer wages in their cost and not crippling the buying power of the wage earner. People have been too slow in grasping this basic idea. Many people think that in the Recovery plan the Government is going to take care of their business. Exactly the opposite is true—*We* must do the job—not the Government. *We* must still do our own thinking and planning and try to do it better. The only way the Government helps is by approving codes which are submitted by an industry, and then supervising and policing the plan.

There is both an obligation and an opportunity. The obligation is for each industry to do its specified part in helping rehabilitate *all* business for the general good of all. The opportunity is one where each industry and each manufacturer can go far beyond the mere obligation. Every manufacturer has a grand opportunity to plan a program for the future welfare and profit of his own organization by co-operation with all others in the industry—something which wasn't possible under the anti-trust law.

Opportunity For All

Reduced to simple language, the National Recovery Act is a tacit understanding between the Government and business to the end that business will arrange to help unemployment and increase wages. In return for this, the Government nullifies the anti-trust law, and encourages regulation and stabilization. The Government will sanction and control for manufacturers the fixing of fair prices sufficient to finance the new employment and wage increases and to resume reasonable profits. We must study and know our obligations and live up to them to the last degree, but we must also remember and emphasize the opportunity that is ours to build for that better and happier future for which we all hope.

The President stressed in his radio speech continually the word "CO-OPERATION." The spirit of co-operation is not a new idea. We have always tried to practice it inside this organization, with our competitors, with our dealers and I feel that we here know what that word means. Now comes our government and compels us to co-operate, whether we want to or not—co-operate with the Government plan, co-operate with our workers, our competitors, our customers and the public who buys our products.

Highest of Motives

Never in the history of the world has such a plan, during such a world wide emergency been put forward and accepted by voluntary action; never has a plan been started, based on such high, unselfish motives or received with such high hope and enthusiasm. From simply drifting through a profitless depression lasting over two years with no definite plan and no leadership able to get a plan started, we are suddenly brought up short by a new President who becomes a leader overnight. He stops an incipient financial chaos by closing every bank in the country the very day after being inaugurated; then step by step, decisive reconstruction plans are initiated and approved by Congress; then when the job of getting separate codes for each industry approved under the Recovery Act is found to be long drawn out, the President puts out the *Blanket Code.*

By radio he asks everyone to back it. You who listened to the President's talk, or read it the next morning, surely were thrilled by the simple, clear statement.

In closing, I want to quote just a few words from the President's radio speech:

"He told us that "economic hell" had been displaced by "democratic self-discipline," and reminded his listeners that he spoke "not to boast of what had already been done, but to point the way to you for even greater co-operative efforts this summer and autumn." This he calls the "great summer offensive against unemployment."

"The workers of this country," said the President, "have rights under this law which cannot be taken from them, and nobody will be permitted to whittle them away, but on the other hand, no aggression is now necessary to attain those rights . . . . The principle that applies to employers applies to the workers as well, and I ask you workers to co-operate in the same spirit."

MESSAGE TO WHITE HOUSE

On the morning following the President's radio talk, we sent this telegram to the White House:

The Honorable Franklin D. Roosevelt
White House
Washington, D. C.

In line with your radio request, we are glad to advise that we accept the blanket code pending approval of special codes in our various lines, and, effective Monday, July thirty-first, wages will be advanced to the July nineteen twenty-nine level. We pledge our fullest co-operation.

Bird & Son, inc.
Philip R. Allen, President.

And shortly after the sending of this telegram the following notice was posted on the bulletin boards of our plants:

In line with the President's request, we are accepting the "Blanket Code" of the National Recovery Act until Codes covering our special lines are approved.

Effective Monday, July 31, the wage rates will be advanced to the same level as in effect in July, 1929—35 hour working week as provided in the code. Working schedules will be posted as soon as made up.

The new code makes necessary many changes in plans and policies. We need the best help of every individual in order to make the Government plan succeed. It is a grand opportunity to see how good a job we can do.

Bird & Son, inc.
Philip R. Allen, President.

CHANGES ANNOUNCED IN EXECUTIVE ORGANIZATION

As announced by President Allen at the last Supervisory Group meeting, a number of changes are taking place in our Executive Organization, effective as of August 1st.

Our two Vice-Presidents, Mr. E. H. Bartlett and Mr. G. R. Wyman, are relinquishing their routine work and are taking on consulting and advisory work, with offices in the Triangle Building. They will both continue actively as Vice-Presidents.

Mr. R. C. Floyd is appointed Executive Assistant to the President, and Mr. P. H. Bailey becomes General Sales Manager over all Sales Divisions, continuing for the present as head of Roofing Sales.

The new General Manufacturing Manager is Mr. B. H. Roberts. Mr. E. M. Lines becomes Director of Research, reporting directly to the President, instead of through the Manufacturing Department as formerly.

We take pleasure in congratulating these men on their appointments and wishing them success in their work. We particularly want to congratulate Mr. Bartlett and Mr. Wyman on their many successful years as Executives and we wish for them an equally pleasant future with their new duties. It seems very fitting that these two men who have grown up together with the business should now be freed from the many details of routine work, to share the same office together and enjoy the pleasure of working independently on special problems of the business.

ONE JULY ACCIDENT

John Healey, a crane man at the Flooring Undercoat Department was injured by a falling core on July 26th, causing the only lost time accident for the month of July.

The core had been carelessly placed on a skid, and Healey, while picking up some roll tickets which had fallen under it, accidently struck it. It rolled to the floor, severely crushing his hand beneath it.

Carelessness—not on Healey's part, but on the part of the man who left the core insecure on the skid—caused this accident. It could easily have been prevented if the core had been properly placed on the skid so that it could not be easily knocked off.

Whenever a safety rule is broken, someone suffers. Play safe for the other fellow's sake, as well as your own!

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during August.

			Years
Richard C. McCabe	8–14–1885	Box Shop	48
James E. Smith	8–17–1885	Paper Mill	48
Frank Murphy	8–19–1895	Finishing Mill	38
John Sullivan	8– 3–1899	Maintenance	34
John Sheehan	8– 2–1902	Roofing Plant	31
Martin O'Donnell	8–10–1902	Maintenance	31
Mary McKinnon	8– 9–1905	No. 2 Box Shop	28
L. P. Balduf	8– 1–1906	Paper Mill	27
M. J. Hawkins	8– 6–1906	Purchasing and Traffic	27
John Blazonis	8– 15–1907	Paper Mill	26
Michael Coyne	8– 1–1908	Paper Mill	25
George Stone	8– 7–1908	Paper Mill	25
John Wilkes	8– 8–1908	Box Shop	25
O. J. Goodspeed	8– 2–1910	Box Shop	23
Samuel Hunter	8–29–1910	Box Shop	23
Fred B. Duncan	8–24–1911	Maintenance	22
Ethel Havey	8–13–1912	Box Shop	21
Michael Costello	8– 4–1913	Roofing Plant	20
Leroy Fullerton	8–30–1913	Box Shop	20
James E. Quinn	8– 5–1918	Roofing Plant	15
Antonio Antonelli	8–12–1918	Flooring Plant	15
George Polumbo	8–12–1918	Roofing Plant	15
Arthur B. Sprague	8–16–1918	Box Shop	15
Eugene L. Connolly	8–19–1918	Laboratory	15
Edgar W. Ross	8– 6–1923	Box Shop	10
Vincent Fabellini	8–10–1923	Paper Mill	10
Pietro Cisternelli	8–13–1923	Paper Mill	10
John Sigmund	8–13–1923	Paper Mill	10
Wm. R. Duquette	8–15–1923	Box Shop	10
Albert Solbo	8–16–1923	Finishing Mill	10
Walter Mazeika	8–10–1923	Box Shop	10
Charles Delphy	8–21–1923	Roofing Plant	10
Alex B. Morrison	8–24–1923	Flooring Plant	10
Timothy Dowling	8–25–1923	Roofing Plant	10
Frank Kondry	8– 2–1928	Roofing Plant	5
Joe Papka	8– 3–1928	Flooring Plant	5
John Stepanowich	8–17–1928	Flooring Plant	5
Thomas J. Finn	8–20–1928	Box Shop	5
Vito Yuskiewicz	8–30–1928	Flooring Plant	5
John J. Foley	8–31–1928	Roofing Plant	5

Phillipsdale

Charles Cyranock	8– 4–1910	23
Gatano Nanni	8–23–1918	15
Wilfred Couture	8– 6–1923	10
Anthony Perry	8– 9–1923	10
Michael Costello	8– 9–1928	5

Chicago

Charles E. Tyson	8– 1–1923	10

Canada

M. A. Simpson	8–26–1918	Montreal, Que.	15
J. Thomas	8– 1–1923	Hamilton, Ont.	10
F. Livingston	8– 8–1918	Pont Rouge, Que.	15

SUGGESTIONS

AT the regular meeting of the Suggestion Committee on July 12, 1933 the following awards were made:

Classified as showing a savings in manufacturing cost and awarded $10.00:

Method for More Even Drying on No. 4 Machine	John Spillane, DMPM2

Classified as of intangible value and given awards of $5.00 each:

Band Iron Guard at Ovens	Austin Allen, FFM
New Type of Box Chain for Steaming Boxes	Arthur Bent, FFP
Line Coating Pan with Cement	Patrick Costello, DFW
Change Conveyor Table on FXCM1	Arthur Duncan, Jr., FXC
Improve Adjustment on Glue Pots on FXRM13	Ernest Field, FXR
Install Tank on Drain Line at Back of Asphalt Combiner, FXCM3	William Gokey, EMP
New Check Valves at Front End of No. 1 and No. 2 Hangers	Carl R. Hamilton, FFN
Hooks on Brass and Junk Box	John Lobisser, EMT
Install Draw Racks on FXRM25 and 26	Arsene Marchand, FXR
Iron Hammer Handles	Joseph Marsh, ERB
Permanent Wrench on FXCM2 Small Knife	Peter J. McCall, FXC
Chain Falls at EMS for Lifting Oil Barrels	E. C. Rafuse, EMS
Casters on Conveyor at FXG	Michael Sameski, FXG
Exhaust Steam for Heating of Oil	Oscar Saterdal, FBR
Platform over Lining Chest at No. 3 Machine	Joseph Sinkovitch, EML
Shut Off on Hot Air Pipe	John Spillane, DMPM2

Arsene Marchand, Shoe Cartons Department and E. C. Rafuse, Stores Department, were awarded $10.00 each for having five suggestions accepted.

TENNIS NOTES

by

Albert Kimball

AFTER losing the first match of the season to Brockton, we gained revenge by defeating the same team five matches to four.

Since then the Tennis Club has defeated Woonsocket 7 to 0 and Attleboro, 5 to 2.

Return matches will be played with Woonsocket and Attleboro and we also expect to play Needham, Dedham and Franklin.

BIRD & SON BASEBALL TEAM

AFTER a hard luck start, the baseball team has asserted itself and at the present moment has won eight straight victories. The team is hitting at a hard clip, while the pitchers are bearing down.

Leon Smelstor continues to lead the batting with an average of over .600. Irish Oakes and Bullet White are following close on his heels. Bill Murphy walloped the first home run of the season against Hyde Park Holy Name, a terrific clout that cleared the distant left center fence. Joe Jarliss and John Dixon lead the pitchers, each with 3 wins, 1 loss.

CARD OF THANKS

I wish to thank my fellow employees in the Corrugated Cases Department for the beautiful gift presented to me at the time of my marriage.
Patrick O'Toole.

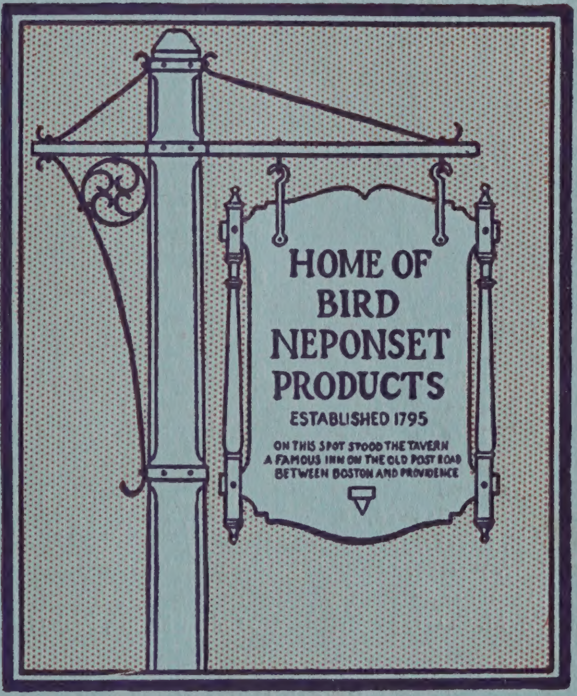
ACKNOWLEDGMENT

We wish to thank our friends at Bird & Son for the beautiful floral tribute sent to us during our recent bereavement.

Mrs. M. Annette Hubbard,
Bessie E. Hubbard.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

VOL. XXI NO. 9 SEPTEMBER 1933

Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plants
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill.

Officers

President, Philip R. Allen
Vice-President, George R. Wyman
Vice-President, Elmer H. Bartlett
Sec. and Treas., Axel H. Anderson

Directors

Philip R. Allen
Axel H. Anderson
Philip H. Bailey
Elmer H. Bartlett
Charles S. Bird, Jr.
Frederick H. Hird
George C. Lee
John R. Macomber
George R. Wyman

EXECUTIVE

Executive Assistant to President, R. C. Floyd
Treasurer and Comptroller, A. H. Anderson
Assistant Treasurer and Credits, D. E. Merrill
Assistant Treasurer, H. E. Davenport
Auditor, W. C. Ahlgren
Purchasing and Traffic, A. H. Russell
Assistant Purchasing and Traffic, M. J. Hawkins
Personnel Manager, B. D. Rogers
Director of Research, E. M. Lines

SALES

General Sales Manager, P. H. Bailey

Sales Manager Paper Division, F. H. Hird
  Assistant Sales Manager, W. E. Hicks
Sales Manager Roofing Division, P. H. Bailey
  Manager Eastern Division, W. E. Hale
  Manager Southern Division, A. D. Kilham
  Manager Western Division, W. W. Wilson
Flooring Division (Bird & Son Sales Corp.)
Vice-President and Sales Manager, H. E. Sawyer, Jr.
  Manager Eastern Division, W. B. Rogers, Jr.
  Manager Western Division, R. W. Westcott
Sales Manager Box Division, C. H. Andrews
Sales Manager Carton Division, A. M. Claffee

MANUFACTURING

General Manufacturing Manager, B. H. Roberts

Assistant to General Manufacturing Manager, P. N. Hills
General Superintendent Paper, Box and Carton Divisions, C. W. Conrad
  Chief Chemist, E. L. Connolly
  Superintendent Paper Division, R. A. Wilkins
  Superintendent Box Division, R. L. Tupper
  Superintendent Carton Division, W. S. Jackson
Superintendent Felt Division, T. G. Henderson
  Assistant Superintendent, R. H. Salisbury
  Chief Chemist, A. H. Chamberlain
Superintendent Flooring Division, R. M. Wight
  Assistant Superintendent, B. H. Bailey
  Chief Chemist, J. E. Graham
Superintendent Eastern Roofing Div., E. L. Chamberlain
  Assistant Superintendent, G. E. Smith
  Chief Chemist, M. R. Beasley
Superintendent Western Roofing Division, J. G. Young
  Assistant Superintendent, J. F. Matcha
  Chief Chemist, Eric Gach

Branch Offices

New York, Chicago

Warehouses

East Walpole, Mass., Norwood, Mass., Chicago, Ill., Brockton, Mass., South Kearny, N. J.

Flooring Warehouses

Albany, Baltimore, Boston, Brooklyn, Buffalo, Chicago, Cincinnati, Cleveland, Dallas, Detroit, East Walpole, Grand Rapids, Hartford, Houston, Indianapolis, Kansas City, Milwaukee, Newark, New Orleans, Omaha, Peoria, Philadelphia, Pittsburgh, Richmond, San Francisco, San Antonio, St. Louis, St. Paul, Syracuse, Washington

BIRD'S NEPONSET REVIEW
Vol. XXI September 1933 No. 9

PLANT COUNCILS FOR BIRD & SON, inc.

Will Bring Closer Co-operation for the Success of Our Business

NRA
MEMBER
U.S.
WE DO OUR PART

Statement by Pres. Allen

To Our Organization:

The National Industrial Recovery Act has brought with it many new problems. Many changes in our plans and policies may be necessary. We need the help and co-operation of every individual to carry on the work ahead of us. It is also a grand opportunity to see how good a job we all can do.

Because of the many different products made in our mills, we will operate under several codes. There will be numerous important decisions on plans and policies. Therefore we are asking you to work with us to help form Advisory Plant Councils in the different Divisions to meet such situations wisely and quickly. We confidently expect great help from such groups.

Briefly, the plan of forming such Advisory Plant Councils is this—The workers in each plant will elect representatives, one for each 50 workers. The management will appoint an equal number of representatives.

You will note that we suggest in the qualifications of representatives only those who have been connected with the organization for a period of at least five years. We do this because the management wants the best help and advice from those who are most experienced and are most familiar with our policies and problems. These qualifications, as well as any other part of the plan, may, however, be revised at any time by the General Advisory Council.

Monthly meetings of Plant Councils will be held. Special meetings will be called if necessary.

As the success of the plan and the results will largely depend upon each group, the details of procedure in meetings will be left for their own determination after the Councils organize.

Details of the plan are published in this *Review*.

We ask for your best cooperation on the plan and especially for your most careful consideration of the representatives you may elect to the Plant Councils.

Bird & Son, inc.
Philip R. Allen, President.

Formation of Councils

PLANT COUNCILS, such as we are about to form at our various Plants and Offices, provide a simple and effective way of carrying out the same relationships which have existed for many years between the workers and the management in our own company.

But the time has come when it seems best to set up a definite organization so that decisions and policies may be decided quickly and wisely. Because of our several different lines of manufacture, we shall soon be operating under several different codes. Questions about wages, hours and working conditions are bound to arise, and we believe Plant Councils offer the best method of meeting these questions.

In the Council meetings an equal number of management representatives and representatives elected by the employees have the opportunity to discuss freely all questions which may arise, get each others' point of view, and determine upon a course of action which will be fair to everyone. Any worker or group of workers may bring up a question for settlement, or the management may refer any question to the Councils for decision.

About the middle of September, election notices will appear, and you will be given the opportunity to elect a worker to represent your Department or Division in the Plant Council. After election, these Council members will meet, go over the proposed by-laws, revise them as seems best, and adopt the plan so that it may go into effect as soon as possible.

A comprehensive study of similar plans already in effect in other companies has been made and a set of proposed by-laws drawn up, which seem best adapted to our own needs. A copy of these by-laws appears in this *Review*, so that you may study them and suggest changes or additions which you think should be made before they are finally adopted. There is nothing final about these by-laws as they now stand—they are only *proposed* by-laws, drawn up to give us a working basis on which to start the plan.

Talk them over with your fellow workers and be ready to vote intelligently for your representative who will attend the first General Advisory Council meeting at which a revised and corrected set of by-laws will be adopted.

Watch for announcements about elections.

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PROPOSED BY-LAWS

READ CAREFULLY

BIRD & SON, INC.
ADVISORY PLANT COUNCILS
(Proposed by-laws of plan)

Article I
Purpose and Scope

1. The plan provides for forming Plant Councils in each of our plants whereby Representatives of Workers and Management may discuss all plant problems, conditions and regulations, and recommend to the Management any policies which they believe will bring about better and closer relations or improve the efficiency or general welfare of the workers or the company.

Article II
Plant Councils

1. To carry this plan into effect there shall be organized at each plant a Plant Council, composed of Representatives of the Workers and an equal number of Representatives of the Management. The Workers' Representatives shall be elected by the Workers; the Management Representives shall be appointed by the Management. Representatives of both Workers and Management will thus have an equal voice and voting power in considering matters coming before the Council.
2. Through these Councils, any Worker, or group of Workers, or the Management, may at any time present suggestions, requests, or complaints for a full and fair consideration.

Article III
Operation of Plan

1. The general operation and working of the plan throughout the organization will be under the direction of the Personnel Manager. He will also act as Chairman of all Plant Council Meetings, without vote.

Article IV
Qualifications of Representatives and Voters

1. Any worker who has been on the company's payroll for a period of five years prior to election, who is 21 years of age, and over, and who is an American citizen, shall be qualified for election as a Representative for the Division in which he is employed.
2. Any worker who has been on the company's payroll for a period of at least one year prior to the date fixed for election and is 18 years of age and over, shall be entitled to vote.
3. No company executive or anyone classified as Foreman, Assistant Foreman, Chief Clerk or Supervisor shall be eligible for election as a Representative or qualified to vote for Representatives.

Article V
Voting Divisions

1. In order that the different departments may be fairly represented, each plant shall be divided into voting Divisions and assigned the number of Representatives based upon the average number of workers.
2. The basis of representation shall generally be one Workers' Representative for each fifty (50) workers or major fraction thereof, but in no case shall there be less than three (3) Workers' Representatives in a Plant Council.
3. Each Plant Council may change its voting Divisions whenever necessary to secure complete and fair representation.

Article VI
Election

1. An election shall be held annually in each plant during the first week in October for the selection by Australian ballot of Workers' Representatives, who for the succeeding year, or until their successors are elected, shall be the elected Representatives of the Workers at all Plant Councils.
2. Each voting Division shall have its own ballot, upon the back of which shall appear the names of all those eligible to become representatives of that Division.
3. The properly qualified voters (described in Article IV, Section 2) shall vote for their choice on the face of the ballot, in the space provided, and the Worker receiving the largest number of votes shall be declared elected. If any Division is large enough to have more than one Representative, the ballot shall provide space for the proper number of votes, and those receiving the largest number of votes shall be declared elected—the two highest, if two Representatives are to be chosen, the three highest, if three, etc.
4. At the first election the Management shall appoint one teller for each Division and a committee of Workers in each Division shall select the other. Thereafter each Council shall appoint two tellers for each Voting Division—one a Worker Representative and the other a Management Representative.
5. Any ballot containing more votes than the number of Representatives to be elected

from the Voting Division shall not be counted.

6. Immediately following the election of Worker Representatives the Management shall announce its appointments of Management Representatives, who in no case shall exceed the number of Worker Representatives on a Council.

Article VII

Vacancies in Plant Councils

1. If any Representative leaves the service of the company, or becomes ineligible for any of the reasons stated in Article IV, or is absent from three consecutive meetings of the Plant Council without such absence being excused by the Council, he shall immediately cease to be a Council member.
2. All vacancies among the Worker Representatives shall be promptly filled by special election, conducted under the direction of the Plant Council in the same manner as regular elections.
3. The Management may appoint new Representatives to fill its vacancies at any time.

Article VIII

Organization and Meetings of the Plant Councils

1. The Personnel Manager of Bird & Son, inc. shall serve as General Chairman of each Council, without vote, as outlined in Article III. Each group of Representatives in a Council, i.e. the Representatives of Workers and the Representatives of the Management, shall elect a Chairman. Either of these Chairmen may preside at Plant Council meetings in the absence of the General Chairman and retain his right to vote. They shall both serve as the Council Representatives to the General Advisory Council.
2. A majority of the Workers' Representatives, together with a majority of the Management Representatives, shall constitute a quorum, and no business shall be transacted at any meeting where less than a quorum is present.
3. The Plant Councils shall hold regular monthly meetings at times fixed by the Council. Special meetings may be called on three days' written notice by the Chairman.
4. For purposes of investigation, sub-committees may be formed by the Council. In all cases these shall consist of an equal number of Worker Representatives and Management Representatives. These committees shall meet whenever necessary.
5. The Plant Councils may prepare and distribute to the Workers reports of proceedings as they decide necessary.
6. No Plant Council Member or Advisory Council Member shall suffer any loss in earnings because of time spent during working hours in the performance of the duties of his office. On the other hand, no Plant Council Member or Advisory Council Member shall receive any extra remuneration for work done in connection with the Plant Council plan, although traveling and other expenses necessarily incurred in performance of his duties shall be reimbursed by Bird & Son, inc.

Article IX

Duties and Powers of the Plant Councils

1. The Plant Councils may consider and make recommendations on all questions relating to working conditions, wages, hours of work, safety, sanitation, and other matters of mutual interest to the workers and the Management.
2. The Plant Councils may on their own motion investigate matters of mutual interest and make recommendations thereon to the Management; and the Management also may refer matters to the Plant Councils for investigation and report.
3. In the event that any Plant Council cannot reach a satisfactory agreement upon any question, it may refer the question to the General Advisory Council for decision.
4. All decisions and recommendations of Plant Councils are subject to the approval of the Management.

Article X

Procedure of Meetings

1. Each Plant Council shall have the authority to establish its own procedure for meetings.

Article XI

General Advisory Council

1. A General Advisory Council shall consist of the elected Chairmen from both the Workers' and Management group from each Plant Council, as outlined in Article VIII, Section I.
2. The President of Bird & Son, inc. shall act as Chairman of all General Advisory Council Meetings.
3. It shall be the duty of the General Advisory Council to consider and make recommendations on all matters of major importance which may be brought before it by the President or referred to it by any of the individual Plant Councils. It shall also consider cases referred to it by "Right of Appeal" as outlined in Article XIII.

Article XII

Adjustments

1. The adjustment of any problem affecting wages, hours of work, and working conditions in any of our Plants shall be made in a Plant Council Meeting, such adjustments to be subject to the approval of the Management, or if and when necessary, to that of the Administrator appointed by the President of the United States under the National Industrial Recovery Act.

Article XIII

Right of Appeal

1. Any worker who feels that he has been unjustly treated or subjected to any unfair conditions has the right of appeal in the following manner. He shall first seek to have the matter adjusted by conference, through his regularly elected Representative, with his foreman, or immediate supervisor. Failing to receive satisfaction here, he may appeal to the Plant Council, and if the Council agrees unanimously upon a fair adjustment the decision shall be considered final. If, however, the Council fails to agree unanimously upon a fair adjustment the worker may then appeal to his superintendent. After this, if he is still unsatisfied with the decision, he may take his case to the General Advisory Council.

Article XIV

Non-Descrimination

1. No discrimination shall be made under this plan against any worker because of race, sex, political or religious affiliation or membership in any labor or other organization.

Article XV

Amendments

1. This plan may be amended by the General Advisory Council by a majority vote of all the duly elected Representatives together with a majority vote of all the Management Representatives. Amendments must be proposed in writing at a regular meeting following such presentation. No amendment shall be adopted that will destroy or limit the equal voting power of the Worker Representatives and Management Representatives in the Plant Councils, or in the General Advisory Council.

Adoption of Plan

This plan, with any changes made by the Councils, shall become effective by a majority vote of all plant Council Representatives.

BIRD & SON, inc.
ADVISORY PLANT COUNCILS

ELECTION NOTICE

(Copy of notice to be posted in each Plant)

TO ALL EMPLOYEES:

As outlined in the September issue of the *Neponset Review*, a system of Plant Councils is to be organized throughout the various Plants of our Company.

We hereby invite all workers to elect from their own numbers by ballot representatives of their own choosing who shall meet with representatives of the management in Plant Council meetings. (According to the proposed by-laws, these meetings shall "discuss freely all plant problems, conditions and regulations, and shall recommend to the Management any policies which they believe will bring about better and closer relations or improve the efficiency or general welfare of the workers or the Company".)

Plant Councils are being established in each Plant. These Plants are: 1. Paper Mills. 2. Box Factories. 3. East Walpole Office. 4. Norwood Roofing Plant. 5. Norwood Flooring Plant. 6. Phillipsdale Plant. 7. Chicago Office and Plant.

The election for each Plant Council will be conducted by tellers selected by the workers and an equal number selected by the Management, and will be on the general basis of one representative to every fifty workers, or major fraction thereof.

For this purpose each Plant has been divided into Voting Divisions. In the......................Plant these divisions are as follows:

The election will be held on..............................

As defined in the proposed by-laws, the following workers shall be eligible as voters and representatives.

a. Voters: All workers who have been on the Company's payroll for a period of at least one year prior to the date fixed for election, who are 18 years of age and over, and who do not hold any official position in the Company.

b. Representatives: All workers who have been on the Company's payroll for a period of five years prior to the date fixed for election, who are 21 years of age and over, who are American citizens, and who do not hold any supervisory position in the Company.

Every worker qualified to vote will receive a ballot from the tellers, which will contain on its reverse side a complete list of all workers eligible for election within that particular Division. The voter shall write on the face of the ballot his choice for representative of his Voting Division. This ballot will be deposited in a ballot box in the Plant where the voter is located. The ballots will be collected and counted in some central place by the official tellers selected as indicated above.

The results of the election shall be posted and the eligible worker receiving the highest number of ballots shall be declared elected. The workers thus elected will be the accredited representatives of the workers in their Division in future Plant Council meetings during the coming term and until their successors are elected.

Everyone eligible is urged to vote in the election in order that the representatives may be selected as a result of a full and free choice on the part of the workers.

Philip R. Allen, President.

Issued On..................................

Plant Superintendent..................................

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VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during September:

			Years
A. C. Urquhart	9–10–1896	Maintenance	37
P. R. Allen	9–15–1898	President	35
Florence E. Holmes	9–25–1898	Retired	35
John Eppich	9– 5–1903	Roofing Plant	30
Patrick Coughlin	9–10–1904	Paper Mill	29
Antonio Paddock	9– 4–1905	Paper Mill	28
S. C. Traudt, Jr.	9–15–1905	Roofing Sales	28
Michael Burke	9–22–1905	Paper Mill	28
Louise McFarland	9– 7–1908	Main Office	25
John Clancy	9– 7–1909	Box Shop	24
Louis Dolksever	9–20–1909	Roofing Plant	24
James Dine	9–22–1909	Box Shop	24
Michael Costello	9–26–1909	Paper Mill	24
R. C. Floyd	9–20–1911	Asst. to President	22
Herbert Jepson	9– 3–1912	Roofing Plant	21
Dominick Treventi	9– 5–1912	Roofing Plant	21
John Wosner	9–13–1912	Flooring Plant	21
Mary Driscoll	9– 3–1918	Paper Mill	15
Mary Hickey	9– 3–1918	Main Office	15
Joe Caspignano	9– 4–1918	Paper Mill	15
Herbert Badger	9–16–1918	Paper Mill	15
Ellen Ahlman	9–20–1918	Box Shop	15
J. F. Costello	9–23–1918	Maintenance	15
John Treconus	9–30–1918	Paper Mill	15
A. V. Wilson	9–30–1918	Main Office	15
Felix Glebus	9–30–1918	Flooring Plant	15
Luigi Lamperti	9– 1–1923	Box Shop	10
R. A. Wilkins	9– 4–1923	Paper Mill Supt.	10
C. S. Mutch	9– 4–1923	Box Shop	10
Peter Antonatis	9– 6–1923	Roofing Plant	10
Vincent Lestan	9–14–1923	Box Shop	10
Tony Ceglaski	9–17–1923	Paper Mill	10
Louise Percy	9–17–1923	Main Office	10
John DeCosta	9–24–1923	Finishing Mill	10
Anttan Skinner	9–27–1923	Flooring Plant	10
Arthur LeBlanc	9– 1–1928	Flooring Sales	5
Wm. F. Bishop	9– 5–1928	Roofing Plant	5
Leonardo Ciancerelli	9– 6–1928	Box Shop	5
Harry Clark	9– 6–1928	Box Shop	5
Horace Morton	9– 6–1928	Roofing Sales	5
Edward L. Heaver	9– 7–1928	Box Shop	5
Charles S. Davenport	9–13–1928	Flooring Plant	5
Richard Sprague	9–13–1928	Box Shop	5
Robert McLauchlan	9–17–1928	Maintenance	5
Marie Dornig	9–24–1928	Finishing Mill	5

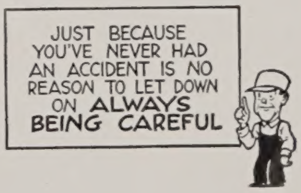
	Phillipsdale		
Frank Reed	9–30–1912		21
Rose McKenna	9–16–1918		15
Darrell Richardson	9–27–1923		10
Charles E. Anthony	9–18–1928		5
	Chicago		
Benjamin Cozzi	9–13–1923		10
	Canada		
T. Boilard	9– 9–1918	Pont Rouge, Quebec	15
E. Bussieres	9–27–1918	Pont Rouge, Quebec	15
J. Lesage	9–27–1923	Pont Rouge, Quebec	10
	Correction to August List		
E. A. Deslisle	8–19–1910	Pont Rouge, Quebec	23

Our two Vice-Presidents, George R. Wyman and Elmer H. Bartlett stopped long enough to look into the camera the first morning they moved into their new offices in the Triangle Building

QUESTIONS AND ANSWERS

1. How many workers have been taken on since January, 1933?
2. What plant shows the largest increase?
3. Under how many different "codes" shall we have to operate, because of our different industries?
4. Have our codes been approved at Washington yet?
5. What was the original appearance of the Main Office?

Answers to these questions will be found on Page 7.


JUST BECAUSE YOU'VE NEVER HAD AN ACCIDENT IS NO REASON TO LET DOWN ON ALWAYS BEING CAREFUL

RECOLLECTIONS OF FIFTY YEARS AGO

JAMES J. GEARY, who completed fifty years of service with the company on July 9th, recalls that two tons of paper in a day was a good average for the mill when he first began work. The hours were long—they worked in twelve hour shifts—and the entire crew of men was only a handful.

He started in as cutter boy on what was known as Bagely's machine, with the job of cutting of the sheets of paper to the proper size. In 1889 he transferred to No. 3 machine, and in 1902 became back tender on No. 5 machine.

James J. Geary, who completed fifty years with the company on July 9th

Jim says that he can remember one thing that Jack Smith did not mention in his article which appeared in the June issue. Jack said that the average weeks were from 80 to 85 hours, but Jim says he remembers distinctly that Mr. Bagely, for whom the machine was named, worked a 99-hour week constantly. Six days a week he would come in at 7:30 A. M. and not leave until midnight.

Of course in those days street lights were wholly unknown, and all the men carried lanterns. One of Jim's jobs was to leave the mill about 11:30 at night and go to the house of the night machine tender, to bring him back to the mill in time for the change of shift at midnight.

During Jim's boyhood, and even after he started work here, a two-tenement house stood in about the position now occupied by the No. 2 Box Shop entrance. It was in this house that he was born and brought up.

He remembers vividly the night of the bad fire in the Sorting Room. He had gone by the building less than half an hour before on his way home. When he heard the alarm, he turned back and by the time he reached the mill, a big blaze was raging, which it took them all the next day to extinguish.

Jim is still found at work on No. 5 Paper Machine and apparently is all set to round out another fifty years of service! Although we doubt that he will quite make the second fifty, we hope he will be with us for many years yet.

TWO MORE LOST TIME ACCIDENTS

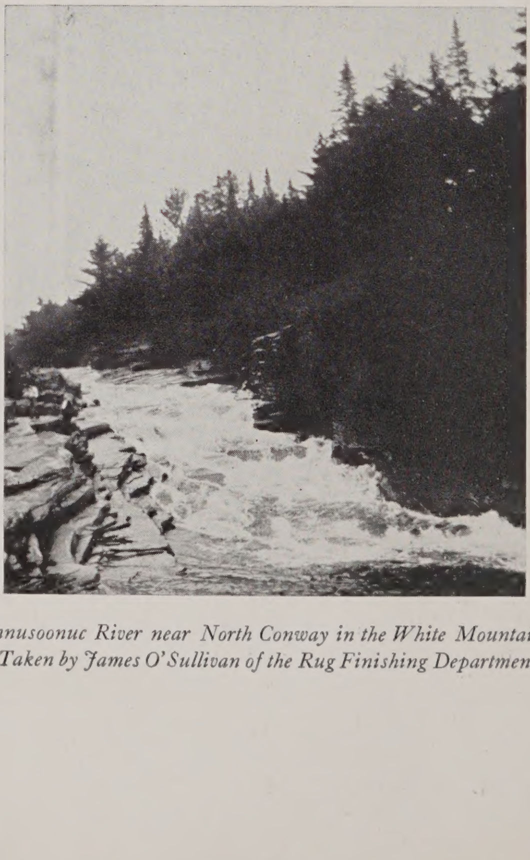
RAIN and a slippery strip of iron caused the only lost time accident so far for August. On the 21st, Peter Alukonis, Stock Transfer man, was closing the door of a freight car when his foot slipped on the iron threshold. He was thrown to the ground, catching his trouser leg on the door guard as he fell. A small bone in his right ankle was fractured, which will keep him from work for some time.

George B. Hogarth, Pick-up man at the No. 1 Box Shop Combiners, noticed a swelling in his right hand on July 22nd. He reported it to his foreman on July 24th and was sent to the hospital for treatment, but it became still worse so that he was kept from work from July 28th to August 7th. Just how the infection was started has not been discovered, but this is a good illustration of what happens when minor cuts and scratches are not given first aid.

In almost every department several new men have started work since June 1st. Make it your job to instruct these men in safety rules and regulations. Help your foreman and the safety inspector to break these men in right, so that they will be able to avoid the dangers of their jobs as well as if they had been trained for a year.

No department is any safer than its most careless man—see to it that you are not that man.

"We all have an oar to pull. The fun we get out of our lives
Depends on the spirit we put into our pulling."



Annusoonuc River near North Conway in the White Mountains
Taken by James O'Sullivan of the Rug Finishing Department

WITH THE SOCCER TEAM

by
John H. White

BIRD & SON SOCCER TEAM has entered the Boston and District League for 1933–1934 season.

The officers elected at a meeting held in the Brigade Room Friday evening, August 4, are: Business Manager, John H. White; Team Manager, Tom Connelly; Secretary-treasurer, Arthur McKenna; Trainers, Ed Gilmore and Patrick Campbell.

Other meetings were held Wednesday, August 16, and Wednesday, August 23.

A strong team is in the making and will be truly representative of Bird & Son. Captain Jack Smith will be with us again playing half back, with Mack McGonnigal, Boston and Clan McGregor star center half, also Jock McDougall will return to his old half back berth. Tommy Richie, also from Boston major league team will be seen at center forward. Andy Wright, Boston and Beacon Oil, will play full back. Red Schuller and Walter McKenna are available as is also Charles "Chuck" Travers, formerly of Springfield, Hartford and Boston teams.

We hope to see Davy Ross, Mickey Garrigan and Sam Hay, clever forward who played for Massachusetts against New Brunswick in Canada this summer. Harry Benson and Frank Milliken will play.

The league will open September 9 and we expect to have all players signed early enough to take the field that day.

All soccer players who are working at Bird & Son, and have not been discovered, are requested to attend practice evenings on the Athletic Field. Please notify John H. White at the Roofing Mill.

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MAKE YOUR HOME SAFE!

YOU can avoid accidents in your home if you will follow these simple safety hints:

Prevent falls by:

Keeping cellar stairs free of things that may be tripped over.

Keeping brooms and mops in closets, and toys and trash in boxes; picking up all articles over which old people may stumble.

Using steady, strong wooden chair or stepladder whenever it is necessary to climb.

Removing greasy or slippery substances from floors and ice from walks in winter.

Prevent Burns and Scalds by:

Keeping matches in tin boxes out of reach of children.

Destroying papers and trash into which matches and cigarettes may be thrown.

Turning handles of cooking utensils, containing boiling fluids, away from front of stove.

Shutting off current whenever electric appliances are left alone.

Do not use gasoline or naptha for cleaning purposes. You can buy a cleaning fluid that will not explode.

Prevent Suffocation by:

Never sleeping in a closed room heated by gas or oil.

Opening garage doors wide before the automobile engine is started, and keeping at least one car window open whenever the engine is running.

Prevent Poisoning by:

Keeping iodine, washing powder, stove polish, turpentine, etc., where children cannot get at them.

Doing away with all medicine marked poison.

Talk about being comfortable! Katherine Broderick and Bertha Broadley aboard the R. M. S. Mauretania during their cruise to the West Indies and South America

Answers To Questions On Page 5

1. Two hundred thirty.
2. The Flooring Plant, with an increase of seventy-four.
3. Eight. They govern the following industries: Asphalt Shingle and Roofing, Linoleum and Felt Base, Paper and Pulp, Paper Board Manufacturing, National Container Association, National Paper Box Association, Wallboard Manufacturing, Felt Manufacturing.
4. To date (August 23rd) they have not been approved. We are still working under the blanket code.
5. This description was given by Mr. Bartlett: The Main Office was originally a one-story building standing only a few feet from the main road. Across the front was a piazza. The building was white, with green blinds. There was but a single room with five desks, or tables, and a Magee stove as large as a furnace. Behind the room was a small store closet, in which was a stone safe, and space for storage of odds and ends. The general appearance of the building from the outside was much like an old-fashioned school house.

BIRD'S
NEPONSET REVIEW

Vol. XXI. SEPTEMBER 1933 No. 9

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Will Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board
P. H. Bailey R. C. Floyd B. H. Roberts B. D. Rogers
Editor, B. D. Rogers
Assistant Editor E. M. Grout
Circulation Manager A. S. Blaney
Printing Foreman, F. R. Meyer

Work isn't enough. You must think.

CO-OPERATING FOR PROSPERITY

UNDER the leadership of President Roosevelt the entire nation is now engaged in the greatest co-operative movement the world has ever known. Only a great crisis could have brought the people of our country together so closely. But the impossible has been accomplished, and with an entire nation working for the same purpose we should go far up the road to better times before another Spring.

The National Industrial Recovery Act is now in full swing, with its main purpose that of putting men back to work. How well it will succeed we do not yet know, but the most encouraging sign is the hearty support which it is receiving from everyone in the business world.

Bird & Son was one of the first large companies to accept the benefits and advantages that the Act will bring. We immediately adopted the blanket code; wage rates were increased, there was a 20% increase in the number of employees over a two months' period, with correspondingly increased payrolls. Prices of some of our products have already advanced, indicating a step in the right direction toward reasonable prices, which will allow us to operate with reasonable profits.

The success of the plan depends largely on just one thing—the continued cooperation of every individual throughout the nation. We are only a small unit, comparatively, but our nation is made up of similar small units, which taken all together can make or break the plan. President Roosevelt is counting on us, individually and collectively, not to fail. To quote him:

"It is the most important attempt of this kind in history. As in the great crisis of the World War, it puts a whole people to the simple but vital test: 'Must we go on in many groping, disorganized, separate units to defeat, or shall we move as one great team to victory?' "

As a company and as individuals we pledge our fullest co-operation in carrying out the orders from the White House.

A PLANT COUNCIL

WHEN an industrial concern is small, there is a close personal relationship between the workers and the management of the business. Everyone knows everyone else; everyone, from the President down, feels a personal interest in the success of the business.

But as a company grows larger, as Bird & Son has, it is impossible for all to know each other or to understand each other's points of view without some sort of group organization. It would be impossible to gather together all of our 1875 workers in one meeting—and nothing would be accomplished, even if it were possible.

The simplest and most effective way to keep the management and the workers in close touch with each other is the Plant Council Plan—and that is why we are adopting it. The plan affords a chance for representatives of the workers and representatives of the management to discuss all matters of common interest, to clear up misunderstandings and to make wise decisions which will keep our business running smoothly and profitably.

Both the management and the workers need each other's advice. Either group working alone does not see both sides of the picture. Plant Councils offer a wonderful opportunity for real co-operation and team-work.

By establishing Plant Councils in Bird & Son, we not only keep our company abreast of the times, but we give ourselves a permanent plan of co-operation which should help guarantee the future success of the company.

There is nothing new in the idea. Many companies have adopted similar plans. We have considered various plans during the last few years, but in the rush of other matters it has been put off. Now the National Recovery Act spurs us to do what we had planned to do, but didn't.

JUST as we go to press word comes of the death of Carl Schaier, former Assistant Superintendent of the Paper Mill, at his home on Thursday night, August 31st.

Mr. Schaier had been in failing health ever since his retirement in 1930 He was 59 years old. He saw forty years of active service on the Paper Machines, and held the position of Assistant Superintendent from 1918 until 1930.

We extend our sympathies to his family.

LIBRARY NOTES

by

A. S. Blaney, Librarian

Because of changes in our executive offices, the East Walpole Branch of the Public Library can no longer be accommodated in the Triangle Building. About September first, the books will be moved to its new quarters in the Bird School, where service can perhaps be more advantageously maintained for this section of the town, and possibly it can be arranged to supply those employed here but living elsewhere.

The Technical Library started in 1910 will still continue to function.

THE weariness of a long motor trip can be overcome in a measure by one who is a lover of books, if he will select some secluded spot off the roadside where he can indulge in this pastime for a limited rest period. Though he may arrive at his destination an hour later, something else than mere distance has been accomplished.

The East Walpole Branch Library suggests the following books for diversion:

Background with Figures, the autobiography of Celia Beaux who tells in a delightful way of her student days in Philadelphia and Paris, and her experiences when painting portraits of famous people.

This Country of Yours. With the idea of getting into intimate relations with the American people in their private lives, Morris Markey motors through the country in many sections among people of various conditions of life, from coal miners and ranchmen to merchants and educational leaders. His conclusion is that we are one of the most aimless great nations that the world has known. Perhaps we cannot all agree with him.

In *Wagons West* Elizabeth Page tells a story of the Oregon trail, her information drawn from most reliable sources—letters written by an ancestor who was a pioneer in the year '49, from accurate personal recollections of elderly members of her family, diaries and authentic documents furnished by families whose ancestors had participated in the great movement. From all this material the author has woven a story well worth reading.

New Fiction:

Everlasting Struggle	Bojer
Weather Tree	Chapman
Golden Phoenix	DerLing
Bright Land	Fairbanks
Ring of the Lowenskolds	Lagerlof
Head Tide	Lincoln
Promised Land	Parker
Morgan's Yard	Pryce
Bachelor's Bounty	Richmond
Mrs. Fisher's War	Schutza
Villa Aurelia	Stevenson
Beyond the Blue Sierra	Willsie
Good Gestes	Wren
House Under the Water	Young

HEALTH NOTES

EPIDERMOPHYTOSIS

IN other words, Athlete's foot. Most of us have had a case of it or know its manifestations, but how to prevent it or get rid of it is another matter.

C. Guy Lane, M. D., of the Harvard Medical School explains that the disease is caused by a vegetable parasite of the ringworm group, and it seems to be more prevalent where there is heat or moisture present. The disease is always worse in the summer time. It usually occurs on the feet, which has given it the title "Athlete's Foot", but it is also found on the hands, the nails, and other sections of the body in rare cases.

If not properly treated, it may spread to such proportions that it will keep a person from work. Infection may come from any number of objects which are handled by many people, such as door knobs, and street car straps, but the most frequent source of infection is from showers, bathroom floors and such places, where the presence of moisture increases the likelihood of infection.

Here is a good list of directions for the prevention and cure of the disease:

1. Wash the feet with soap and water daily.
2. Dry the feet with a towel which will not be used on the rest of the body.
3. Stand on a clean bath mat, a newspaper or paper towel when you get out of the bath.
4. Never walk on any floors barefoot.
5. Do not wear wool stockings next to the skin—they encourage the disease.
7. If you get the disease, see your doctor at once and find out from him the best method of treatment.
8. Wash your hands after touching your feet.
9. Don't scratch if your feet itch—put on some ointment or powder as prescribed by the doctor.

If you have a severe case, you will probably find that it will take a long time to clear it up. There is danger of it cropping out again, but with persistence you can rid yourself of it entirely.

———The following correction appeared in a small town paper:

"Our paper carried the notice last week that Mr. John Doe is a defective in the police force. This was a typographical error. Mr. Doe is really a detective in the police farce."

As we understand it, they are going to straighten the Mississippi River. But we would hate to be compelled to pronounce Mississippi, if they straighten out the s's and make i's out of them.

"What ho! Cassius, what means the word 'symmetry'?"

"Begone, Fool, a symmetry is a place where the dead are buried!"

TWITTERINGS

Lend thine ear awhilst we twitter, so you can titter, a twittering, to-wit:

Walpole Willie wistfully whispers that things seem to be on the up and "Tup" in No. Box Shop, what with a Locke in the basement and a Tower on the third floor, and everything.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem	*Margaret Crane*
Ida Milesky	*Dorothy McEleney*
Sabina Costello	*Helen Curran*
Elizabeth Lawson	*Sophie Eppich*
Albert Kimball	*Ruth Milliken*

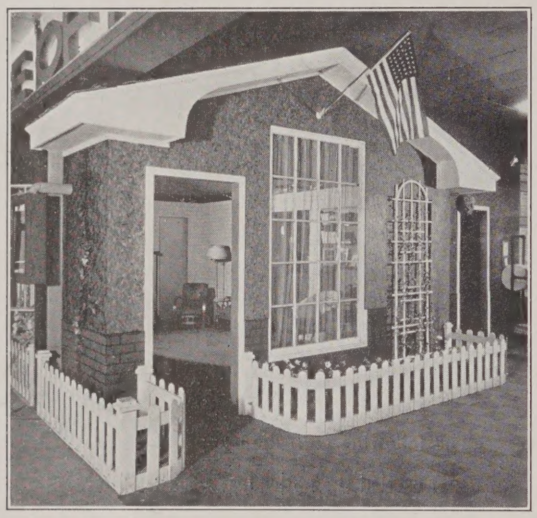
In spite of unpleasant weather, Nellie Patinsky spent two very enjoyable weeks visiting friends at Wollaston Beach.

The weather man's schedule upset Dick Thomas' plans for a beach vacation at Ogunquit, Maine.

Dot Hartig and Helen Walsh sailed the high seas with Baltimore as their goal.

Louise McFarland vacationed at Plimpton, Mass.

Mrs. Stephen Wilson is helping out in the Purchasing Department during vacation period.



Paper foundation bungalow at A Century of Progress in Chicago in the construction of which many Bird Products were used. Insulated Bric Siding is visible on the side of this building

We extend our sympathies to Mary Hickey in the loss of her mother.

Olga Anderson recently returned from her vacation.

A. H. Brooker, North Carolina Roofing Salesman, announced the marriage of his daughter, Lillian, to Reverend Joseph Truman Brown at Columbia, South Carolina on Saturday, July 29th.

E. J. Casey, Roofing Salesman, proudly announced to the world the birth of a nine pound boy on July 21st!

We were glad to see Miss Margaret Leavitt, one of our former nurses, who called at the office to renew acquaintances on August 15th. She is with the Visiting Nurse Association of Milwaukee and hopes that any of her friends who attend the Fair will take an extra day or two and call upon her at Milwaukee. Her home address there is 1104 North Marshall Street.

Eleanor Morse recently made her annual trip to Nova Scotia, accompanied by a package of "run orders." We are glad to know Eleanor keeps her work in mind even though on vacation!

Helen Curran would like to know how the Pilgrims landed on Plymouth Rock. We suggest asking a certain "Joe."

Betty and Irene Lamore have returned from their vacation which they spent at Westport, Mass.

Ralph Hall, John Puckey, Wylie MacIvor and Ann Kelliher have all returned from their vacations.

We welcome Marion Bock and Nora Costello to the Flooring Sales Department.

Alice Clem visited the Century of Progress Exposition at Chicago and reports having a very good time.

Edith Goodwin's vacation trip to New York was a big success.

Florence Nichols spent her vacation at Swift's Beach.

Anna White and Olivine Tetrault have returned from their vacation on the Cape. They visited many places of interest, including Plymouth Rock.

Kathryn Broderick and Bertha Broadley spent their vacation cruising on the S. S. Mauretania to the West Indies and South America. They stopped at Port of Spain, Trinidad, La Guayra, Curacoa, Colon and Havana. From all reports heard they had a most enjoyable trip.

Anna Roundy visited the Chicago Fair on July 4 and reports a very pleasant visit with Miss Blackmore of the Chicago Office. She also enjoyed the Lake Cruise taking in various points of interest.

Jimmy Sullivan spent a quiet vacation in East Walpole—if you can imagine Jimmy having a quiet vacation!

Ray Young took a trip to the beach over a recent week end, and was his face red!

Wes Beaulieu came back to work from his vacation, which was spent largely in working on the grounds of his home and painting the trimmings of the house—incidentally acquiring a good coat of tan.

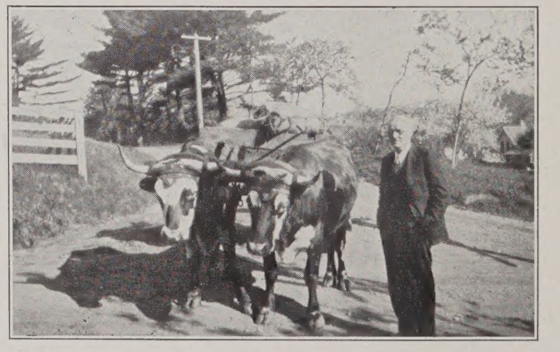
"Pat" McDonald failed to show up at work the other morning. The reason? While visiting friends at Plymouth, she stripped the gears of her precious car "heliotrope" and it was necessary for her to remain there while new parts were sent from Boston.

Lake Assawompsett offers unusual rural beauties, as discovered by Evelyn Wadleigh and Alice Clem.

Harry Hey was no less surprised than those within hearing distance when he found himself sitting most ungracefully on the floor. It hurt his masculine dignity to discover that he had merely missed connections with a chair.

Peg Corcoran has been transferred from the Mail Room to the Multigraph Department.

The Stenographic Department will gladly welcome a Flit gun to help get rid of some of the pests around there. (We mean bugs.)



Snapshot of C. D. Rafuse, Maintenance Department, taken at his home town, Bridgewater, Nova Scotia

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah
Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Joe Donovan enjoyed his vacation in a bathing suit. He spent his time around the gold fish bowl in his back yard. He was swimming with the other fish one night when a bullfrog bit his toe, and he had to spend the rest of his vacation limping around.

Peter Folan was seen riding his baby's Kiddie Car along Granite St. so we wonder if he is practicing for a tractor driver's job.

John Walsh came into work the other morning looking like a pugilist after a losing fight. He claims he was held up and robbed in Dedham, but the girls he was seen leaving Norwood with tell us a different story. How about it, John?

Upon reading the sign in front of the Main Mill hospital, "This space reserved for the nurse," Gene Connolly remarked: "Hell, it looks big enough for an automobile to me!"

Vacations in the Mill Office include: Frank Fisher, short trips and a trip by air to Newark; K. G. Rouillard is at Swift's Beach, R. A. Wilkins is at Pittsfield, New Hampshire, C. W. Conrad is at Chicago and the Fair, John Bandonis, at home.

Sophie Novick spent her vacation and spare change at Forest Lake, Methuen.

Norman Brookes' vacation at Marshfield is all over, and we hope the inner tubes didn't let him down.

Charlie Rafuse recently traded his Ford 4 cylinder roadster for a v-8. We understand he decided on the change because his famous "cellar-built" trailer was taxing the strength of the old car.

Sidney Taylor, the newest member of the Research Staff, recently gave an interesting oration entitled "Explosions!" Copies of the speech may be had by applying to Mr. Taylor, or better still, if enough requests are made, an actual demonstration will be given. It seems that Sid was conducting an experiment on tile, during which he expected there would be an explosion. Somebody tapped on the wall beside him and that was the "explosion" he heard!

Sophie Novick challenges anyone to a fudge-making contest, with Messrs. Lines, Newell, and Brookes as judges.

Frank Reynolds celebrated the fifteenth birthday of his Studebaker by a short trip to the World's Fair.

Ernest Stather, Jr., spent one week of his vacation in conference with President Roosevelt in Washington, D. C. The other week he spent roping bobcats on Mr. Monadnock, East Jaffrey, New Hampshire.

George Eisenhaur spent his vacation in Gloucester. Too bad Joe Engley wasn't there.

James Hadden spent his vacation in Five Islands, Maine. Wonder if he was on the whole five of them?

Our genial lyric tenor (?), Bob Hood, amused himself working on Scotch houses during his vacation.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry
John H. Nolan
Leslie E. Howard

We understand that Messrs. Henderson, Hawley and Chamberlain have gone in for fishing in a big way. The last we heard they were specializing in Point Judith chogsheads but are now temporarily "laying off" for a while until Chamberlain replaces the tackle he threw overboard.

New and "new" second-hand cars are being driven by Fergus Christie, Jack Barquist, Bill Andrews, John Vargos, John Harrington and Henry Phelps.

Charlie Smith found that someone had "borrowed" ten of his hens recently. He is now prepared to greet any more visitors which may arrive.

Vacations are here again. George Hawley and Herb Chamberlain are in the White and Green Mountains and Willie Banks is at Niagara Falls. John Nolan, Helge Holter, Rex Salisbury, Joe McBride, Les Howard, Charlie Cyranock, Joe Brago, Hugh Treacy and Miss Neill have all had theirs but we haven't been able to find out where they went.

Several new men have started with us this month. We hope that they will like their work and wish them success at it.

Clarence Pierson might start to worry about his moving championship for Henry Phelps is running him a close second.

Henry Gibb is in the same class as our watchmen now. He has had all of his teeth out and eats his meals through a straw.

Joe Perry has quite a farm now. He has just bought a red and white calf but he had to sell the hens so he would have a place to keep it. We wondered why Joe planted that ten acres of field corn. Frank Mello is going to teach Joe how to milk.

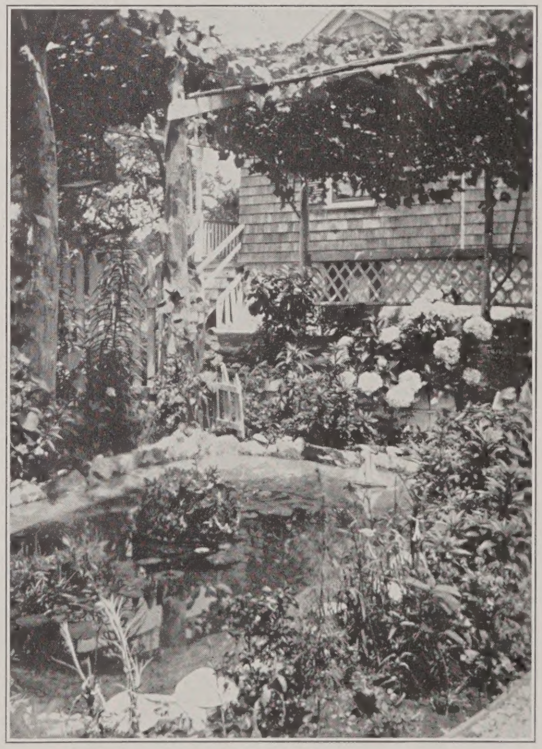
Rex Salisbury, our champion fisherman, went down near Prudence Island with a fishing party. When an ideal spot was located Rex threw the anchor overboard and all started to fish. About an hour later the boat grounded near Rocky Point. Motto—use more than twenty feet of rope on an anchor when fishing in forty feet of water.

Pat Broderick has painted his car a very pretty and delightful green which has marked his car as being one of distinction. It was so good, in fact, that in fixing up his car George Hawley has had a green stripe put around the body.

Herb Chamberlain is around boasting of the number of times he has beaten Johnnie Nolan at cribbage but Johnnie says that he is having a tough time teaching Herb to play golf. Incidentally, Rex Salisbury states that when Johnnie and Herb are paired up in a cribbage game they aren't so hot either.

Helge Holter has taken up golf and has bought himself left handed clubs, knickers, n'everything.

While Johnnie Nolan was attending a recent baseball game between East Providence and Mount Saint Charles a ball came through the back-stop and missed Johnnie's pet Meershaum pipe by 1..1000″. He will smoke his pet pipe at home hereafter.



The garden and pool at August Petrova's house, 192 Bullard Street, Walpole. We'll say this is a garden that can compete with the best of them!

BOX FACTORIES
East Walpole, Mass.,
No. 1 Box Shop

Genevieve Pare
John P. Walsh
Earl Boyden
Ralph Farris

Congratulations to Francis Curran who was married on Saturday, June 24th, to Miss Isabel Mary Conley of Holliston They are now living at 133 Winslow Avenue, Norwood.

Sam Hunter is the proud father of a baby girl born August 3.

Signe Erickson spent the week end of the 19th in the White Mountains, accompanied by friends.

Nora Feeney is spending part of her vacation inspecting Chow dogs.

Bill Downing is spending his vacation touring the country.

Noon hour in East Walpole square, on a hot day in July. Holding up the curbstone are: John Lobisser, Andrew Hazlett, Jack Hale, William Morrissey and Halburton Dobbins

No. 2 Box Shop

John McMahon
Martha McLauchlan
Frank Eisenhaur
Ambrose Fitzpatrick
Alma Walsh
Anna Duffy

Permanent waves have made quite a hit in the Flower Pot Department the past few weeks. Every Monday there is a new wave to view.

Mary McKinnon returned from her vacation all rested up, reporting a good time.

N. R. A. has put a number of new faces in our Plant. We welcome them all.

Maurice Tarr had a wonderful time on is vacation. He brought back a real tan.

We are glad to hear that Gertrude Farley's sister is doing well at the Norwood Hospital after a serious operation.

Ruth Bailey is back again and can she burn up the roads between here and New York!

Fannie Murphy and Alma Walsh are back after visiting all the beaches and spending all their money!

Mary Bellew, Alice Brady, Mary O'Donnell and Alma Walsh enjoyed a day at Provincetown recently, and everybody had a turn at guarding the little bag Alice Brady was so careful of.

John Wilkes has returned after his vacation feeling fine and ready for another year.

Christine Sherer is back after a week's vacation "going places."

We welcome Ruth Bailey back after five week's illness.

Anna Duffy knows what salt water tastes like now. She tried to swallow half the ocean and had to be pulled out.

Guy Hoyt is back from two weeks' vacation spent at Swifts' Beach.

Imogene Frank acquired that coat of tan at Peterboro, New Hampshire.

Other vacations in the Shoe Cartons Department include: James Dine, two weeks in Canada.

Minnie Sline, one week at Hampton Beach and one cruising to Baltimore and Virginia.

Leroy Fullerton, fishing in Maine.

Catherine Brady says she's going to Cuba, but we "hae oor doots". (You'll find the meaning in the *Scotch* dictionary, Catherine.)

ROOFING MILL AND OFFICE
Norwood, Mass., Mill

William Bothwell
Stanley Phillips
John White
Walter Cyr
Edward Hiller

Vacation season is here and these are a few of the vacations listed from our plant: John Ruskis at Philadelphia, Walter Bragg toured Vermont and New Hampshire, Michael Mohan at Old Orchard, Maine, John Sheehan at New York, Michael Costello at the White Mountains, and Roy Packard, Andrew Mannimon, Everett Lindequist, Joseph Muskewicz, William Standish and Paul Krucas spent theirs at home.

Stephen Zinkowsky is at home recovering from a serious operation. We all hope to see him back at work soon.

Elmer Jordan has returned to work after a three weeks' illness.

Charles Chorlton has purchased a new Pontiac coach.

Charles Seavey exchanged his Chrysler for a Chevrolet before going on his vacation.

Emil Anderson motored to the Worlds' Fair, and reported having a fine time.

John Hurley is driving a new (to him) Pontiac.

Clinton Cave spent his vacation sightseeing in New York.

Ed Sears is all enthusiastic about his new short wave receiving set. He claims he can get Bremen, Germany, on it every night.

If you should find a homeless kitten, please send it to the Maintenance Department, Charles Chorlton's life of Riley home for cats.

Attillo Tronti has been transferred from the Cleaning Department to the Maintenance Department.

Robert Hunter has been transferred to the Oiling and Cleaning Department.

Patrick Tracey is spending two months in Ireland.

Bill Sline, Jr., is getting in condition for sports at Holy Cross by working in the Shipping Department.

Ray Call vacationed at Harwichport.

Herbert Jepson spent the week motoring in his new Chevrolet.

"Built entirely out of junk", says Donald Ross of the Block Room. Dan made this playhouse in his spare time and some child is going to be happy. It has a Bird Roof, of course, and Bird Tile floors, besides real windows and doors which open and shut

John Pratt has joined the back-to-nature Club at Nantasket.

Another land-mark, old FB-23, known as the tank house, has been dismembered. The old tanks are being replaced with new ones, but the building has gone forever with our fond "Good-bys."

Harry Dresser, Howard Everett, Ray Call, Herbert Jepson, Henry Morgan, Arthur McKenna, Henry Smith, Warren Manson, William McLauchlan and Albert Smith spent a Saturday cruising around Nantasket, Deer Island Light, Fort Warren, Paddock's Island, Spectacle Island, Minot's Light, Fort Revere, Boston Light and back to South Boston Yacht Club anchorage, after a menu of everything from soup to nuts which was thoroughly enjoyed by all on board. They were the guests of Mr. Archie Dresser, brother of Harry Dresser and owner of the Yacht, "Ardre."

Warren Manson makes weekend trips to Silver Beach, Falmouth.

Our superintendent, El Chamberlain, enjoyed the summer at his cottage in Mattapoisett.

William McLauchlan has had an addition built on his property.

Vito Carchedi has returned to work following a four months' vacation in Italy.

Enos Masciarelli while moving a pile of lumber unearthed a dead skunk, which by the assistance of Tony Willota was quickly placed beneath the sod, as Vito Carchedi called for "two tickets to Georgia"!

Ray Call spent his vacation at Harwichport.

Dennis Driscoll has sent out an SOS for his two kittens, lost, strayed or stolen. The mother does not worry, Denny, so why do you?

The new direction sign to the Roofing Mill has been installed at Water Street.

Richard Stoddard made a flying trip to New York recently.

Improvements at the Maintenance Department have been completed and are much appreciated.

It is the same old story. If it isn't tomato plants, it is a dog; if it isn't any of these it may be rabbits. Right now, it is cabbage plants. Do you want to buy some? George Polumbo is the man to see.

Warren Kumblad made a startling discovery that should increase the sales of asphalt emulsion immensely. By dropping a pail in some "good old" asphalt emulsion and putting his face in the close vicinity of the splash, Mr. Kumblad states that some very beautiful asphalt emulsion freckles can be made.

Angelo Ciaca has returned to the Old Country as his folks there are very sick. We hope he finds them improved in health and that he will soon be back with us again.

A-fishing they went—they didn't catch many fish, but they had a fine sail. They were invited to Gloucester for the trip last June by Mr. T. T. Grady, instructor in Savings Bank Life Insurance. Top row, left to right: Edward Daley, Roscoe Shorey, Everett MacLeod, Ernest Wood, George Wood and Albert Smith. On the stairs: Mr. Grady, Frank Clem, Gordon Wilson, George Wood, Jr., and Elton Hamilton

John Johnson has returned to work at the Maintenance Department after a short illness.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps
Charles Miller
Lester Evans
Laurence Gammell

Charles Johnson is giving us hints on how to economize on work clothes. His latest suggestion is buying a $2.00 coat to protect a $1.50 pair of pants. This same long black coat is suitable for graduation exercises,—all that is needed is a "mortar board" to go with it.

Martin Scampini became a proud father on July 3rd. It was a baby girl.

The next fishing trip taken by flooring workers is going to be a good one. They plan to take their wives and girls along so they can help them bait the hooks and pull the fish, if any' off the hooks. Ask fisherman Gordon Wilson for particulars, as he is experienced (and sunburned) with two trips behind him this year.

Traffic Department of the Chicago Office: Left to right: B. J. Overholt, Harry Brandeau and Martin Thompson. They are a busy crew now that business is on the "up and up"

It is noticed that George Bigelow drives his own car, occasionally.

Larry Gammell suggests that any one needing eye-glasses, watches, etc. look him up, as he represents the National Jewelry Company of Norwood in his spare time.

Albert Duffy should stay under water when he goes to the beach, if he expects to keep his hide, but perhaps he enjoys it. Some people like to be half stewed, but Al was more than half broiled!

We notice that Gordon Wilson came back from a week end with one of those delicate pink complexions that are so easy to obtain just now.

Stuart Nickerson has a faintly suspicious looking skin, but we would guess that he didn't acquire it any beach, but rather on the Walpole links, chasing that little white pill around.

Everyone looks with a jealous eye just now at Guptill Fillmore in his possession of a brand new 1933 plus Plymouth Sedan. And oh boy, those peep-peep horns! It won't be much trouble for Sally Milesky to choose her chauffeur now, with this car around!

CHICAGO MILL AND OFFICE

Roofing Division

John Matcha *Dell F. Lydon*

The hero's medal goes to Bob Brebach (also the reward) for finding the nice white hat of one of our most dignified girls, who, by the way of report did not know she had lost it until she reached the office. Something else for the authorities to worry about..

Our deepest sympathies go out to Mr. S. E. Williamson on the recent death of his father.

Mr. H. C. Pierson of the Underwriters' Laboratories spent the day with us recently, the first time in ten years.. We are sincerely hoping it will not be another ten years before he returns.

Congratulations and the very best of wishes go to Mr. and Mrs. Herman Pollock who were married on July 9th. Also, to Miss Florence Morman who on July 15th became the bride of Mr. Jack Clark.

R. K. Smith, too, has joined the benedicts and it is whispered Ray Wolf plans to step off the early part of September It's a long time since we have had an opportunity to report even one wedding; wonder if the N. R. A. —"We do our part"— is responsible.

Joan Louise Altman, daughter of Harold Altman, Chicago

We want to take this opportunity to thank Mr. Marshall Meyer for his thoughtfulness and generosity in keeping the office looking fresh and summery with flowers from his garden.

Hat stories seem to be the vogue—again by way of report— Jimmy McGuire walked out from under his the other evening at A Century of Progress. A gesture on his part we are sure. He evidently did not want those "Southern boys" in their "Sucker suits" to be conscious of the cool breezes that are blowing in from our beautiful lake these evenings. And by the way we were pleased to have had the boys here for the Sales Meet-up. We gathered from the happy countenances of the men that the meeting was a success. We know they enjoyed the evenings spent visiting A Century of Progress, particularly L. S. Wharton and "Doc" Hill. It took the combined efforts of Howard Hanna, Herman Pollock and Ray Wolf, who were acting as escorts, to drag them away from the "Drive it yourself" concession after three rides each. We might remark the race was won by "Howie" Hanna.

Paul MacGregor, our Texas representative, has just about decided to join the accrobatic profession. At the Blue Ribbon Casino on the grounds of The Century of Progress where the participants of the Sales Meet-Up had gathered for dinner Paul aided the professional tumbling act of the floor show. Herein lies the story, for Paul showed unusual talent in turning somersaults and balancing himself in precarious positions. He easily was the star performer of the evening.

Ernie Grosscup is back on the job and reports having had a delightful vacation touring the country in his "Lizzie."

B. J. Overholt parted with a treasured possession and somehow we all miss the rustic bit of headgear. As each summer came to a close we thought it was the finish of the old hat but each year it emerged from the moth balls to crown the dome of B. J. Someone suggested it might be found in one of the exhibits at the Century of Progress and in that case it will probably be returned to him and we can look for its appearance next Summer.

Flooring Division

V. D. Szukalla *Gladys L. Davis*

Who is the secret admirer who has been bringing Frieda posies?

It was like the good old days, having most of the salesmen in town for the Roofing-Flooring Meet-Up. As a grand finale they visited the Fair and dined at the Blue Ribbon Casino. And from what we hear, Mr. MacGregor had his ups and downs in the juggling act during the floor show. Did it feel anything like an airplane ride, Mac?

Other recent visitors to the Chicago office included Mr. Kashman of the Ph. Grosse Hardware Company, largest hardware store in Milwaukee, Wisconsin, and Mr. Elinger of the Sheboygan Roofing Company, Sheboygan, Wisconsin.

Mr. Westcott visited the mill during the latter part of July and spent a few days of his vacation while motoring in the East.

If the picture on the postcard received at the office from Mr. Tyson while vacationing in Canada means anything, he must have been kept quite busy from morning 'til night.

Laurie Wright motored to Cleveland and spent the remainder of his vacation on an inland lake up by the end of Grand Traverse Bay. He says he found out it is possible to have a blow-out going at the rate of 70 mi. per hour and still keep out of the ditch. What we want to know is whether it took three blow-outs and one puncture to find that out!

We imagine Gene Moore is about ready to challenge any of the best golfers in the country by now. He played golf every day while vacationing in Duluth. Don't forget, Gene. We're expecting to see a trophy before the summer is over.

And speaking of trophies, we think Ida Mitchell is entitled to one. When she returned from Union Pier, Michigan, we almost didn't recognize her under that coat of brown. It was about five shades darker than any tan we've ever seen.

Among those staying in the Fair city during their two weeks were Ann Dillenberg, Sadie Doughty and Evelyn Hoffman. If looking tired and in need of a rest is any indication of a good time, Lillian Moe's vacation at Delevan Lake, Wisconsin, must have been a great success. Marie Lester was away for only one week and expects to take the balance of her vacation during the hunting season. What is it going to be, Marie—a new fur coat or a bear rug?

Due to the fact that the Review isn't large enough, we are sorry that we were unable to include the picture of George Groendyke and a young lady friend which appeared in a recent Detroit newspaper. How does it feel to have cameramen on your trail, George?

Laurie Wright wants to announce that Marge Thompson "can't take it." She will not name the date and place of their bout????

Marilyn-Carolyn Brebach, five weeks' old daughter of Gresham Brebach, Chicago

RECOVERED!

After the last of the dinner guests had taken their departure, Mrs. Dorgan rang for the cook.

"Nora," she began, "I found a rubber glove in the soup tonight."

"Oh, thank you, mum!" was the grateful reply. "I thought I'd lost it."

BIRD CLUB MEETING

THE annual Bird Club meeting has been called for Friday, September 8, at the Bird Club, at 8.00 p. m.

The following nominations have been presented by the Nominating Committee, to be voted on at the coming meeting:

For Directors: (5 to be elected)

Raymond Call, Henry Morgan, Patrick F. Rogers, Alan Shaw, John E. Curran, John Linnehan, William Jackson, Jesse King, Ralph M. Wight, Frank Clem, Howard White, William F. Geary, Harry Tower, Richard J. Stoddard, James E. Graham.

For Treasurer: (1 to be elected)

H. S. Whitney, R. M. Springer.

For Secretary: (1 to be elected)

B. D. Rogers, E. M. Grout.

GOLF LEAGUE

Standing of teams as of August 14, 1933:

Team	Won	Lost
Personnel Dept.	20	4
Service Dept.	14½	3½
Traffic Dept.	8	10
Main Mill	6½	8½
Credit Dept.	6	12
Box Sales Dept.	6	12
Flooring Mill	4½	7½
Roofing Mill	3½	8½
Research Dept.	3	9
Roofing Sales	3	0

EAST WALPOLE TENNIS CLUB

by
Albert Kimball

SIXTEEN matches have been played in the annual Francis William Park Bowl Tournament to date. The semi-finals find Frank Clem opposing Ollie Barr and Carl Clem playing Al Kimball. The winner of this tournament will represent East Walpole at the Parks Tournament at Springfield to be held over Labor Day week end.

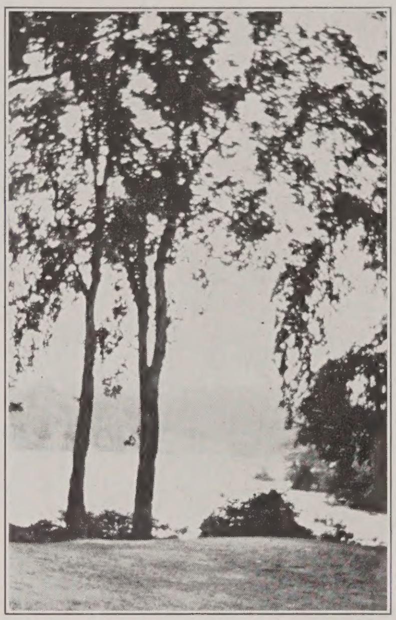
Saturday the 19th of August a return match was played with Attleboro with East Walpole the victors 3–2.

Carl Clem, Frank Clem and Edward Phillips were the winners, while Stanley Phillips and John O'Kane lost.

This match gives us a record of four victories and 1 defeat for the season so far.

BOSTON
1933

Rosemarie and Caryl Norton, children of Charles Norton of the Roofing Mill, enjoying a ride. Don't you envy them?



A scene along the river above Niagara Falls, taken by Frances Johnson, Chicago

THE EIGHT POINTS

THESE eight points, subscribed to by many sociologists, may not be as famous as the historical Fourteen; they are, nevertheless, equally important as a war preventive, either international, sociological, or domestic:

1. Don't contradict people, even if you are right.

2. Don't be inquisitive about the affairs of even your most intimate friends.

3. Don't underrate anything because you don't possess it.

4. Don't believe that everybody else in the world is happier than you.

5. Don't be rude to your inferiors in social position.

6. Don't repeat gossip, even if it does interest a crowd.

7. Learn to hide your aches and pains under a pleasant smile.

8. Learn to attend to your own business. This is a very important point.

BASEBALL NEWS

by

Ernest Oakes, Manager

THE Bird & Son Baseball Team is fast piling up a good record. At present 13 games have been won with only 7 losses. Ten games have been won in succession, and most of the losses have been one-run defeats.

Beginning September 10 the Norwood-Walpole series will start, the first game to be played at Norwood on that date, and the second at East Walpole the 17th. If a third game is necessary, it will be played on the 24th.

Our winning Ball Team which has played consistently good ball all season long. Front row, left to right: Joseph Smelstor, David Bowles, William Murphy, John Dixon, Ernest Oakes, Manager. Back Row: Leon Smelstor, "Bud" Hale, Joseph Jarlis, Robert Graney, "Bullet" White (Captain), Stanton Slavin. The bat boy is Walter Novick

Batting averages of the players as of August 20th is as follows:

	AB	H	Average
Leon Smelstor	56	32	.571
Callahan	23	13	.565
Oakes	65	28	.431
White	78	31	.397
Ernest Zinkowski	19	7	.368
Thayer	11	4	.364
Slavin	75	25	.333
Dixon	22	7	.318
Hale	26	8	.308
Graney	62	18	.290
Murphy	65	18	.277
Leon Zinkowski	22	6	.273
Joseph Smelstor	50	12	.240
Tickofski	13	3	.231
Jarliss	22	4	.182
Team Average	609	216	.355

Jarliss and Leon Zinkowski have each pitched six games. Jarliss won four and lost two, and Zinkowski won three and lost three.

SUGGESTIONS

AUGUST was apparently "vacation month' for suggestions. There were no $10.00 awards and only seven $5.00 awards. But we expect the suggestion business to pick up again now that fall is here and hope that a large group of practical ideas will be accepted between now and the end of the year.

The following suggestions were classified as of intangible value and given an award of $5.00 each at the meeting on August 2nd:

Repair Sleeves for Stoker Plungers	Mario A. Boragine, ERB
Laying of Wheel Tracks on FXG5	Amos G. Davidson, FXF30
Stops on Crane Track at DM30	Edward Hutcheon, FXC37
Unloading Skids from Truck	William Ivatts, EMT6
Runways on Truck Body for Skids	William Ivatts, EMT6
Bumper for Stopping Loads at FXV1	John Keefe, FXV1-16
Screen on Oil Line to Pumps at FXCM1	J. B. King, EMM9
Eye Hooks on Beater Valves	Carl V. Smith, DMB9

VISITCRS TO THE PLANTS—IN JULY AND AUGUST

East Walpole and Norwood

Mr. Luckenback of the National Paper Board Association, New York City.

Chicago

Mr. John P. Conroy, East Walpole.

Mr. McCarthy and family, Malcor Roofing Company! Aurora, Ill.

Jean DeBerg, Chicago.

Mr. George Hinman, Hinman Brothers, Lincoln, Nebraska.

Mr. and Mrs. Michael Shergals, Norwood.

Mr. Donohue and family, C. C. Hall Roofing Company, Alexandria, Ind.

AIR CELL INSULATING BOARD

We have for sale to employees the following quantity of Air Cell Insulating Board:

Approximately 6,000 ft.—size 32″ x 8 ft.

Approximately 8,000 ft.—size 32″ x 2 ft.

It is estimated that about 1,000 sq. ft. is needed to insulate the average size house by fastening the Board to the rafters over the attic. The owner can thus make his house cooler in summer and warmer in winter for a very small cost. The average garage will take from 400 to 500 sq. ft.

We will sell this small amount of board to our employees, for lining their attics, at $10.00 per 1,000 sq. ft. The total amount of stock is approximately 14,000 sq. ft. so if only 14 of our employees avail themselves of this advantageous offer the supply will be used up.

Air Cell Board is easy and light to handle and can be quickly put up.

Apply at Roofing Sales Department.

ACKNOWLEDGMENT

I wish to thank Bird & Son, inc., and my fellow workers for their kind expressions of sympathy.

Mary E. Hickey

I wish to thank my friends at Bird & Son for the beautiful floral tributes and kind expressions of sympathy received during my recent bereavement.

Alice M. Conley

BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt   Special 3 in 1 Thick Butt   3 in 1 Thick Butt
NEPONSET Double Twins   American Double Twins   Super 3 in 1 Thick Butt
Improved Twin Lock   Hex-Twins   Individuals   Giant Individuals
Custom Built   Lock-Butt   BIRD Insulated Bric-Siding
Art Wall Siding   Bric-craft Siding   Art-Bric Siding

BIRD Roll Roofing

Paroid   Art-Craft   Shingle Design   Slate Surfaced   American Ready
Old Reliable   Universal   Waterdyke   Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black   Saturated and Coated   Super Sheathing   Economy
Refrigerator Insulating   Coated Kraft   Reenforced Kraft Paper   Duplex Kraft

BIRD Wall Board

NEPONSET Board   American Board
SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)   BIRD Building Board
Rubberlike Flooring   BIRD Insulating Blanket
Paroid Built-up Roof   BIRD Deadening Felt   Asphalt Felt
Floor Dressing   Plastic Cement   Roof Coating   Asphalt Emulsions
Fibercoat   Emulsicoat

Flooring Division

BIRD Rugs   BIRD Floor Coverings   BIRD Tile Flooring   BIRD Rug Border
Economy Rugs   Economy Floor Coverings   Economy Hall Runner   BIRD Hall Runner
BIRD Carpet and Rug Cushion   BIRD Lining Felt   BIRD Saturated Felt
BIRD Duracork Floor Covering   BIRD Duracork Hall Runner   BIRD Floor Wax
Rubberlike Flooring

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases   Wood Frame Fibre Shipping Cases
Textile Board

Carton Division

BIRD Shoe Cartons   NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes   Flower Pot Covers   Earth Bands   Plant Boxes

Special Paper Division

Index Pressboard   Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes
Cable Insulating Papers   Laminated Book Cover   Industrial Filter Paper

BIRD & SON, inc.   **Established 1795**   **EAST WALPOLE, MASS.**

NRA
MEMBER
U.S.
WE DO OUR PART

{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW
Vol. XXI October 1933 No. 10

PLANT COUNCILS ELECTION RETURNS

WEDNESDAY, September 20, 1933, proved "sure enough" to be election day throughout all our Plants and Offices.

NRA
MEMBER
U.S.
WE DO OUR PART

Our first election for Plant Council Representatives certainly showed a record vote cast. Out of (1152) voters at work on that day and eligible to vote, there were 1134 votes cast or 98.4%. Only 21 workers did not vote. There were also 63 workers who did not vote because of absences on account of vacations, sickness, etc., and several salesmen whose votes were not returned. Of a possible total of 1215 eligible voters 93.3% voted.

In some divisions the representatives were elected by a large majority vote, while in others there were two or more candidates and the elections were close.

The following is a list of all representatives of the Advisory Plant Councils who were declared elected by the tellers in each division and also the list of those appointed by the company.

Paper Mill Council

Elected

Div. No. 1—DMP—Michael McDonagh
No. 2—DMB, DMT, DMW—Lawrence P. Balduf
No. 3—DMC, DMH—Bartley Barrett
No. 4—EMM, EMW—Jesse King
No. 5—EML, EMP, EMS, EMT, EMZ—Joseph S. Walker
No. 6—All ER Departments—Patrick McNulty
No. 7—All DF and DMK Departments—Fred C. Jonah
Appointed: C. W. Conrad; R. A. Wilkins; J. J. Burke; W. F. Geary; J. A. Sheehan; F. B. Duncan; P. A. Guttormsen

Box Shops Council

Elected

Div. No. 1—FXC, FXT—Charles Mutch
No. 2—FXF, FXS, FXD, FXW, Office—Vincent D'Espinosa, M. F. Connelly
No. 3—FXG, FXV1—Michael Verderber
No. 4—FXR—John Ginley
No. 5—FXB, FXP, FXV2, Office—John Clancy
Appointed: C. W. Conrad; R. L. Tupper; A. D. Colburn; J. L. Locke; W. S. Jackson; P. M. Hunt

Norwood Roofing Plant Council

Elected

Div. No. 1—FBP, FBB, FBQ, FBJ—Thomas Smith, Kenneth Stuber
No. 2—FBE, FBM, FBR, FBS, FBY FBC, FBZ—Paul Sansone
No. 3—FBF, FBL, PBL, PBN, Office—James A. Lowe
No. 4—FBX, FBV—William Bothwell
Appointed: E. L. Chamberlain; G. E. Smith; H. F. Everett; H. A. Dresser; M. R. Beasley

Flooring Plant Council

Elected

Div. No. 1—FFP Crews 1–6 and Cleaners—Elton Hamilton
No. 2—FFP Crews 7–9, FFB, FFM, FFY—Ira Goding
No. 3—FFV, FFS, FFSM, FFZ, Office—Warren Dyer
No. 4—FFD, FFC, FFQ, FFT, FFJ, PFL—Berton Seekins
No. 5—FFR—Lawrence Gammell
No. 6—FFN, FFG—Raymond Boyden
Appointed: R. M. Wight; B. H. Bailey; Leo R. Bernier; S. A. Nickerson; Frank Sutherland; Nelson Phillips

Main Office and Sales Council

Elected

Div. No. 1—A, AA, AB, AD, AF, AH, AL, R—Frank Vietze
No. 2—AC, AT, K, T, G, H, P—James Mack
No. 3—CE—S. C. Traudt, Jr.
No. 4—CF, AM—Anna E. Kelliher
No. 5—CG, AD, CX, CC, N. Y. Office—Marshall B. Lee
No. 6—V—Gertrude McDonald
Appointed: A. H. Anderson; R. C. Floyd; H. E. Sawyer, Jr.; W. C. Ahlgren; H. S. Whitney; Rogers Weed

Phillipsdale Plant Council

Elected

Div. No. 1—DPH, DPL, DPV, DPW, DPZ—Frank L. Reed
No. 2—DPB, DPC, DPP, Inspectors—Charles E. Anthony
No. 3—DPE, DPM, DPR, DPS—F. G. Christie
Appointed: T. G. Henderson; D. S. Lowry Wm. Banks

Chicago Plant Council
Elected
Div. No. 1—FCV, FCQ, FCL, FCN, FCX, FPL—John J. Sullivan
No. 2—FCM, FCP—J. Voltmer
No. 3—All Office Depts.—H. W. Altman
No. 4—Salesmen—Charles S. Tyson
Appointed: J. G. Young; A. Bohnenberger; H. S. Hanna; W. W. Wilson

The different Councils are holding their organization meetings as this *Review* goes to press. The first business of the Councils is to elect the Vice-Chairmen of the Councils and to appoint committees to go over the proposed by-laws as published in the September *Review* and recommend any changes before the final plan is adopted by the Joint Advisory Council.

The doings of the Councils will be posted on bulletin boards and published in the *Review*.

❧

IS YOUR JOB HAZARDOUS?

It all Depends on You

NOW that Fire Prevention and No-Accident Week, October 8–14, is coming soon it is a very appropriate time to consider the questions of hazards throughout our plants.

At a New England paper mill last spring two men were cleaning the calender stacks with gasoline, in spite of strict orders to use nothing but kerosene on this job. Friction caused a spark, an explosion followed, and both men were terribly burned, barely escaping with their lives. Several others near by were also badly burned. Because a definite safety rule had been disobeyed these men paid a heavy penalty.

There is a certain amount of danger in almost any job, and we have our hazardous jobs as well as any other industrial plant. But almost any job can be *made* safe by learning about its dangers and guarding ourselves against them. Forewarned is surely forearmed in the world of safety.

Where are our most hazardous jobs and how do we guard against them?

At our Flooring Plant we use large quantities of gasoline, naphtha, benzol and toluol. These fluids are very inflammable, but our men are fully instructed in the safe use of these liquids, and they carry nothing but safety matches which cannot ignite unexpectedly. The oil boiling section, where the base of our paint mixtures is prepared, holds great danger of fire. We are "forearmed" here with the latest equipment both for prevention and protection. Each of the kettles has a cover to prevent a fire in the interior from spreading. And in each cover are special holes into which foam extinguishers can be emptied quickly in case of fire, without the cover having to be removed. Fires may start, but they are put out before any damage is done.

Cleaning rags, used on the print machines, look harmless enough, but they too would be a source of real danger if not properly disposed of. When dirty they are full of paint and oil which would easily cause spontaneous combustion if they were left lying about in a heap. But they are deposited in closed containers which are emptied once a day and the contents carried to the dump and burned. Some special rags, used for cleaning the paint boxes, are saved in a large out-of-doors container and periodically collected, washed, and returned to the department to be used again.

Hot asphalt is our worst hazard at the Norwood and Chicago Roofing Plants. It can cause severe burns, because it is of a sticky consistency and will not brush off. The storage tanks are all well covered, but in the kettle house and on the machines where there is danger of spattering, all the workmen wear long sleeves and gauntlet gloves. Even with these there is some danger on the machines when the felt is being threaded through. A man may become careless for the moment and draw his arm back quickly, scooping up some of the asphalt with his gauntlet glove. Several severe burns have been caused in this way. However, the number of accidents here is very small compared with the number of workmen involved and shows that our men have learned how to handle even this work safely.

Asphalt is also one of our worst hazards at the No. 1 Box Shop, where it is used in the making of Insulating Board. The tanks are as well guarded as possible and the same precautions against spattering are used here, with the result that bad asphalt burns are rare. Silicate is another hazard at the Box Shop, which we guard against by requiring those who handle it to wear goggles. Also, the men who work with it know the dangers of silicate dust and are cautious in handling it.

Naphtha, toluol and other inflammable fluids cause fire hazards at both No. 1 and No. 2 Box Shops, but they are stored in safety cans and handled only by men who know their jobs.

At the beaters in Main Mill and Phillipsdale there is no danger except when men go into the beaters to clean or repair them. Then the workers must be very careful to hang their tags on the switches controlling the beaters, so that there won't be any danger of someone else starting the machinery. No sensible workman ever fails to take this precaution while working on any machinery throughout the plant. Failure to do this simple thing may cost a man his life. Switches and steam lines must always be tagged unless a man is looking for a one-way ticket into the next world.

The paper machines at East Walpole and the felt machines at Phillipsdale offer plenty of chances for the careless workman to get hurt. Besides the very foolish accident to which we referred at the beginning of this article, there are other more likely accidents from catching fingers or loose clothing in the rolls. Long sleeves which were so necessary in handling asphalt are a menace here, and so is any other type of clothing which is not tight-fitting. Good judgment is needed in feeding the paper into the rolls, particularly at the calender stacks where the rolls move rapidly. Most mills instruct their workers to feed the paper in with a closed fist or with the heel of the palm, which cannot get caught in the nip of the roll. We furnish a special small stick for this purpose. It is six inches long and about the diameter of a broom handle, rounded at both ends. By using this, the worker is never in any danger of getting his fingers and hands caught in the rolls.

Even in this lengthy account we have scratched only the surface of possible accidents. Elevators, riveting machines, cutters, shipping platforms, maintenance department machinery, even office pens—all offer plenty of chance for serious accidents to the careless worker.

In all accident prevention there is one factor of the greatest importance—the man himself. A careful man can be perfectly safe on any job, but a careless man is "just an accident going somewhere to happen." Sooner or later he pays for his carelessness.

The war against accidents is never over. We approach the end of 1933 with the hope that our lost time accidents will show a decrease over last year and that next year the record will be better still. Through our Safety Committees, through suggestions about safety, and most of all through safety-minded workmen we will continue to work to become the safest industry in the country.

BASEBALL

The Bird & Son A. A. baseball team wound up its present season with a record of 25 games won and 7 lost. The win record includes a string of 22 consecutive victories.

This year Bird & Son was chosen to represent Walpole in the annual series with Norwood, and emerged victorious with two straight victories. Frank Milliken and Johnny Crimmins opposed each other and the hits were few and far between. Joe Jarlis and Leon Zinkowski led the pitchers for the season, while Murphy, White, and Smelstor were the outstanding batters.

GOLF NEWS

The 1933 Golf League has come to a close with the team representing the Personnel Department officially declared the winner. Quite a few of the matches were not played, which made the season not altogether satisfactory.

TENNIS NOTES

As the tennis season draws to a close we find the Francis William Bowl Tournament at an end. For the second successive year the winner is Carl Clem, Jr. Carl defeated Albert Kimball by scores of 6–3, 6–2 to enter the finals with his brother Frank who had defeated Ollie Barr 6–4, 4–6, 7–5. The margin of Carl's victory was short as indicated by the score, 10–8, 6–8, 8–6, a real battle from start to finish. Next year let's see if we can't have a bigger and better tennis tournament.

MAIN OFFICE AND SALES

Word has been received from Edgar Grout that he is having a most enjoyable trip across the country. He managed to get thru Salt Lake City without having attached himself to any wives. He also reports that he had a swim in Salt Lake and that the water is buoyant enough to keep even his feet up.

On September 8 Miss Louise McFarland of the Purchasing Department celebrated her 25th Bird Birthday. She was given a surprise party by the girls of the Purchasing Department during the noon hour. We congratulate Miss McFarland and hope she will have many more years with the Purchasing Department.

Clarence Fuller has given up his duties at VS to take up the Christian Ministry at the Bangor Theological School, Bangor, Maine. His cheery countenance and excellent service in rendering supplies will be missed by all.

M. J. Hawkins spent his vacation at Harwichport and the World's Fair.

FLOORING PLANT

We are glad to hear that Bill Pratt is convalescing after his recent operation. The owner of a certain Ford Coupe that has been seen at the Norwood Hospital daily certainly must keep Bill from getting lonesome. How about it, Bill?

ROOFING PLANT

Our sympathies to Elmer Ecklund on the death of his mother.

Congratulations to the happy fathers—Rudolph DiMichele of a baby girl and Mike Morrissey a baby boy.

Rob Roy spent one week of his vacation touring Niagara Falls and Canada.

Charles Chorlton's cat is nicknamed "Judge" because he is always on the bench.

Our sympathies also to Walter Bragg on the death of his sister.

Frank Reynolds is now a member of PBL's Staff.

CHICAGO MILL AND OFFICE
Flooring Division

Everyone in the Chicago office was very glad of the opportunity to meet the four girls from East Walpole—Matty, Rose, Mary and Alice. We hope they enjoyed their stay here, the Fair, etc., even though we were thrown off the dance floor at the Terrace Garden. It was too bad we didn't get to see Ed Grout while he was in Chicago.

CHICAGO MILL AND OFFICE
Roofing Division

Since we last went to press the following were visitors to our plant:

Mr. and Mrs. D. M. Newhouse of the Stotlar-Herrin Lbr Co., at Benton, Ill.
Mr. T. J. Hughes and son of Oklahoma City, Okla.
Mr. Micklin of Micklin Lbr. Co., at Omaha, Nebr.
Mr. William Hinman of Hinman Bros. at Lincoln, Nebr.
Mr. Gayland Frey of Frey Bros. at Michigan City, Ind.
Mr. MacDowell of Waverly Lbr. Co., at Waverly, Iowa.
Mr. Harry Frey of Frey Bros. at Michigan City, Ind.
Mr. Michael Hawkins of East Walpole.
Mr. E. H. Luebke of Hettinger Lbr. Co., at Appleton, Wis.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month and of those who complete twenty or more years' service during October:

			Years
John H. Maguire	10–12–1882	Paper Mill	51
John Dower	10– 1–1895	Maintenance	38
H. L. Engley	10– 9–1901	Maintenance	32
Victor Purdy	10–12–1907	Maintenance	26
Alice Fales	10–28–1907	Main Office	26
Jerry Cullinane	10–10–1910	Maintenance	23
Nils Lindequist	10–11–1910	Flooring Plant	23
John Foley	10– 4–1911	Roofing Plant	22
Antonio Wosniak	10–11–1912	Box Shop	21
John P. Dolan	10–31–1912	Shoe Carton Sales	21
Mary B. Foley	10–14–1913	Main Office	20
Michael Curran	10–19–1913	Maintenance	20
Ludwig Anderson	10–30–1913	Maintenance	20
Catherine Brady	10– 7–1918	Box Shop	15
James Duda	10–14–1918	Paper Mill	15
Mike Rosloff	10– 4–1923	Roofing Plant	10
Pasquale Accerino	10– 4–1923	Flooring Plant	10
A. J. Quackenbush	10– 5–1923	Flooring Plant	10
John C. Seastrand	10– 8–1923	Paper Mill	10
Domenic Cisternelli	10– 9–1923	Roofing Plant	10
Richard Kenneally	10–10–1923	Main Office	10
Rose Silverman	10–11–1923	Main Office	10
F. Roy Cooper	10–15–1923	Main Office	10
James W. Garner	10–15–1923	Flooring Plant	10
Hugo Salamma	10–16–1923	Flooring Plant	10
Guptil Fillmore	10–18–1923	Flooring Plant	10
Joseph Daisley	10–19–1923	Flooring Plant	10
John Waltonen	10–19–1923	Box Shop	10
Michael Flaherty	10–22–1923	Box Shop	10
Peter Flaherty	10–26–1923	Box Shop	10
Carl Brennan	10–29–1923	Flooring Plant	10
Frank Hartig	10– 8–1928	Box Shop	5
John Walsh	10–18–1928	Box Shop	5
Herbert W. Lewis	10–26–1928	Box Shop	5
John J. Barry	10–29–1928	Main Office	5
Louis Hertel	10–29–1928	Box Shop	5
	PHILLIPSDALE		
Leslie E. Howard	10–10–1923		10
	CHICAGO		
Erich Gach	10–14–1918		15
William Bennett	10– 2–1923		10
John Clifford	10–16–1923		10
Margaret Thompson	10–29–1923		10
Sadie Doughty	10–10–1928		5
	CANADA		
L. Paquet	10–20–1912	Pont Rouge, Que.	21
A. Lehouiller	10–21–1912	Pont Rouge, Que.	21
F. G. Gronau	10–16–1928	Ontario Salesman	5

SUGGESTIONS

AT the regular meeting of the Suggestion Committee on September 6, 1933, the following awards were made. Classified as showing a savings in Manufacturing Cost and be given an award of $10:

1. Roll to Stop Water Dropping on Paper at No. 5
Kimble McEwen, DMP

Classified as of intangible value and be given an award of $5 each:

2. Steam Hose for Cleaning FXGM35 John Barrett, FXG
3. Handles on Base of Wire Suction Roll DMP4
Harvey Batten, DMPM5
4. Rack to Hold Broke at FFN George Bigelow, FFM
5. Safety Guard for Cross Crease Work on FXFM12
Earl Boyden, FXF
6. Stop Stock from Blowing on Floor at Beaters
Arthur Doderer, DMPM2
7. Protect Second Floor Landing at FF24
Lester Evans, FFSM
8. Improved Means of Notifying Customers of Lack of Stock
Ralph H. Hall, CF
9. Reverse Armature Leads on Driving Motor of FXC Crane Bridge No. 2319X Amos M. Hilton, FXC
10. Additional Safety Lock on FXC Crane Bridge No. 2319X
Amos M. Hilton, FXC
11. Brace on Bearing Housing on Overlay FBPM1
W. H. Manson, FBM
12. Lock on Paper Guide Between Pull Rolls and Die on FXRM6–7–8 Anthony Montisano, FXR
13. Rolls at Back End of FXRM6–7–8 to Eliminate Curling
Anthony Montisano, FXR
14. Change Shower Line at Corrugator Section FXCM2
Charles Mutch, FXC
15. Adjustable Collar on Deckle Carrying Roll DMP4
Donald Ross, DMPM4
16. Guard Rail at End of Platform by No. 16 Beater Motor
Carl V. Smith, DMB
17. Bell Signal from FFN Screen Platform to FFN Mixing Room John S. Smith, FFN

John Barrett, Corrugated Department and John S. Smith, Flooring Undercoat Department, were awarded an additional sum of $10.00 each for having five suggestions accepted.

SOCCER

Bird & Son's Soccer Team opened their 1933–1934 schedule Sunday, September 10, with a game against Dorchester Waverley and were defeated 3 goals to 1. Considering the weak team and the fact that there was one man short, they did well to hold the score so close. One goal was scored by Harry Benson. The players were Captain, Jack Smith; Vice Captain, Charles Travers; John McDougal; "Red" Schuller; Walter and Arthur McKenna; Harry Benson; Frank Milliken, Allan McIlres; John McGonigal.

The game scheduled for Sunday, September 17, was postponed because of rain. It took place Sunday, September 24, at the Athletic Field, East Walpole, against Carsons of Quincy.

AIR CELL INSULATING BOARD

The 32″ x 8′ has now all been sold. We still have on hand, however, 24″ x 32″ material which we will sell at the same price, i.e., $10.00 per M to employees. The 24″ x 32″ will be just as good to use in Insulating a Building as the larger size. It is fine for lining an attic, cellar or garage because the pieces are smaller and much more easily handled.

Apply at Roofing Sales Dept. (CE).

CARDS OF THANKS

I wish to thank my friends at Bird & Son for the beautiful floral tributes and kind expressions of sympathy received during my recent bereavement.

Melvin J. White.

It was very comforting indeed to receive so many expressions of sympathy from friends at Bird & Son during the period following our great loss. We wish to thank all who so graciously remembered.

Mrs. Carl Schaier and Family.

BIRD'S NEPONSET REVIEW

Vol. XXI *November 1933* No. 11

SEVEN THOUSAND MARCH IN BIG N. R. A. PARADE

WITH a marching delegation of more than five hundred workers, Bird & Son led the Manufacturers' and Corporations' group in the mammoth N. R. A. parade held in Norwood on Thursday night, October 19th. Because of our large turn out we took a first prize.

Although preparations for the parade were very short, it proved to be the largest ever held in Norwood with about 7,000 marchers and 25,000 spectators. Marchers and floats took nearly an hour to pass the Reviewing Stand.

NRA
MEMBER
U.S.
WE DO OUR PART

The Bird & Son delegation followed immediately behind the police escort, and we were led by the famous Norwood Legion Band. In spite of the fine music which they furnished, our delegation was so large that those near the end of our group could not hear the band at all. Much credit should be given to the Marshals of our various groups who did a fine job of making our part of the procession present such a good appearance. These Marshals were: James Hanley, Roofing; Frank Sutherland, Flooring; Halburton Dobbins, East Walpole divisions, and A. W. Mellin, Office.

Our float was attractively arranged, combining the NRA eagle with a display of all our products. It was built by our Millwright Department, under the supervision of Mr. E. R. Clark. On the float were the following girls: Margaret Owens, Helen O'Kane, Mary Blazonis, Margaret Corcoran, Hilda Rafuse, Mary Bannon, Mary Griffin, Helen Curran and Mary Foley.

The entire parade was a big success, and we are proud to have had a part in it.

VICE-CHAIRMEN ELECTED IN ALL PLANT COUNCILS

SINCE the last issue of the *Review*, all Plant Councils have had at least one meeting, getting organized and electing their Vice-Chairmen to serve in the absence of the General Chairman, B. D. Rogers. According to the terms of the by-laws, there are to be two vice-chairmen for each Council—one to be an Elected Representative, and the other an Appointed Representative. The elections resulted as follows (in each case the name of the Elected Representative is given first):

Vice-Chairmen

Paper Mill Council: Jesse King, Maintenance Department and R. A. Wilkins, Superintendent Paper Division.

Box Plants Council: Charles Mutch, Combiners and W. S. Jackson, No. 2 Box Shop Superintendent.

Norwood Roofing Plant Council: Kenneth Stuber, Asphalt Storage Department and E. L. Chamberlain, Superintendent Norwood Roofing Plant.

Flooring Plant Council: Berton Seekins, Laboratory and R. M. Wight, Superintendent Flooring Plant.

Phillipsdale Plant Council: Charles E. Anthony and T. G. Henderson, Phillipsdale Superintendent.

Chicago Plant and Office Council: H. W. Altman and J. G. Young, Superintendent Chicago Roofing Plant.

Office and Sales Council: S. C. Traudt, Jr., Roofing Sales and A. H. Anderson, Secretary-Treasurer.

In addition to holding these elections, each Council appointed two men to serve on a Joint Council to discuss and make recommendations concerning the Proposed By-Laws. This Joint Council has met and will soon have its report ready for a vote by all the separate Councils.

At the Council meetings the various codes were discussed and explained so that each Council member would have a better knowledge of the regulations under which his Plant was operating. Because of our varied products we are forced to operate under eight different codes: Asphalt Shingle and Roofing, Linoleum and Felt Base, Paper and Pulp, Paper Board Manufacturing, National Container Association, National Paper Box Association, Dry Saturating Felt, and Fibre Wallboard.

To date only one code—that of the Linoleum and Felt Base Industry—has been accepted at Washington. This went into effect on October 2nd. In all other plants we are still operating under the Blanket Code, with substitutions, on hours of labor and rates which have been approved by the National Industrial Recovery Administration. For your information all the essential points of the Felt Base Code have been reprinted on Page 2 of this issue. This shows just what the rules of the Code are with regard to hours, wage rates, etc. We recommend that you read it carefully.

NEPONSET CREDIT UNION

ANNUAL meeting will be held in the lunch room, off East Walpole Brigade Room, on Wednesday, November 8, 1933, at 4:15.

Code of Fair Competition for the Linoleum and Felt Base Industry

(Adopted October 2, 1933)

For the purpose of complying with the provisions of Title I of the National Industrial Recovery Act, and effectuating the policy of Congress as declared in said Act, in so far as applies to the within Industry, the following conditions and principles are adopted as a Code of Fair Competition (hereinafter referred to as the "Code") for the manufacturers of Linoleum and Felt Base products.

Article I

1. Definitions

(Note: This article defined the various terms and titles used in the code. These definitions are omitted because of lack of space.)

Article II

1. Membership

Any member of the Industry is eligible for membership in the Association, and there shall be no inequitable restrictions on membership. The provisions of the Code shall be applicable to all members of the Industry.

Article III

1. Cancellation or Modification of Government Approval

This Code and all the provisions thereof are expressly made subject to the right of the President, in accordance with the provisions of Clause 10 (b) of the National Industrial Recovery Act, from time to time, to cancel or modify any order, approval, license, rule or regulation issued under Title I of said Act, and specifically to the right of the President to cancel or modify his approval of this Code or any conditions imposed by him upon his approval thereof.

Article IV

1. Hours of Labor, Minors, Rates of Pay, and Other Conditions of Employment

Section 1.

Hours of Labor

On and after the effective date no member of this Industry shall cause or permit any employee, except executives and their personal secretaries, salesmen, research technicians, foremen, and assistant foremen, to work an average of more than 40 hours per week in any 26 weeks period (i.e. not over 1040 hours in any 26 weeks period) and in no event, except shipping crews including truck drivers, more than 48 hours in any one week. Provided that in cases of emergency, laboratory technicians, and mechanics engaged in repair work shall be exempt from the maximum hour limitations above provided. For the purposes of this Section, the first 26 weeks period for each employee in the employ of any member of this Industry at the effective date of this Code shall begin with that date, and the first 26 weeks period for any employee thereafter employed by any member of this Industry shall begin with the date of employment of such employee by such member.

Section 2.

Minor Labor

On and after the effective date, no member of this Industry shall employ any minor under the age of sixteen years. Provided, however, that where a State law specifies a higher minimum age, no member of this Industry shall employ within such State any person below the age specified by such State law. It has not been the custom in this Industry to employ child labor.

Section 3.

Minimum Wage Rates

On and after the effective date, the minimum wage which shall be paid by members of this Industry to any employee, except office employees, shall be at the rate of 40c per hour for male labor and 35c per hour for female labor. The above minimum rates of pay shall not in any way be considered as a discrimination by reason of sex and where in any case women do the same work, or perform substantially the same duties as men during the hours that they are legally permitted by State laws to be employed they shall receive the same rate of wage as men receive for doing such work or performing such duties. The minimum wage paid to any office employee shall be at the rate of $14.00 per week. Rates paid for hourly labor in excess of the minimum rates shall be increased in fair relation to the above minimum hourly wage rates. Said minimum hourly wage rates shall be maintained regardless of whether the employee is compensated on the basis of a time rate or on a piece work performance. Provided, however, that when a State law specifies a higher minimum wage no member of this Industry shall employ within such State any person at a rate below the wage specified by such State law.

Section 4.

Employee Organization and Bargaining

(a) Employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint or coercion of employers or their agents, in the designation of such representatives or in self-organization, or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

(b) No employee, and no one seeking employment in the Industry, shall be required as a condition of employment, to join any company union, or to refrain from joining, organizing, or assisting a labor organization of his own choosing.

(c) Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

Article V

Reports—Statistics

With a view to keeping the President informed as to the functioning of this Code of Fair Competition, and whether the Industry is adopting and maintaining appropriate action to effectuate the declared policy of the Act, and to provide for making available to the Administrator and members of the Industry information to assist in effectuating the policy of the Act, each member of the Industry will furnish to the Administrative Agency hereinafter provided for or to the Administrator, reports relative to hours of labor, wages, volume of production and sales in units and/or dollars, and finished stocks on hand. Members of the Industry shall furnish such additional reports and data as may be required by the Administrator or by the Association. . . .

Article VI

Verification of Reports

All reports required by the Code to be filed with the Association shall be subject to verification by a competent and disinterested person, at such time or times, and by such person or persons as may be determined by the Association, subject to the approval of the Administrator. Provided, that if it should appear that any reports were not filed when and as required by the Code, or were inaccurate, the expense of such verifying work, subject to the approval of the Administrator, shall be paid by the member of the Association so in default.

Article VII

Administrative Agency

The Linoleum and Felt Base Manufacturers Association is hereby designated the Agency to cooperate with the Administrator in administering, supervising, and promoting the performance of the provisions of this Code by the members of the Linoleum and Felt Base Industry.

Article VIII

Amendments

Such of the provisions of this Code as are not required to be included therein by the National Industrial Recovery Act may, with the approval of the President, be modified or eliminated as changes in the circumstances or experience may indicate. It is contemplated that from time to time, supplementary provisions to this Code or additional Codes will be submitted for the approval of the President to prevent unfair competition in price and other unfair and destructive competitive practices and to effectuate other purposes and policies of Title I of the National Industrial Recovery Act consistent with the provisions thereof.

APPROVED by all of the members of the Industry as follows:

Armstrong Cork Company	Lancaster, Pa.
Bird & Son Sales Corporation	East Walpole, Mass.
Bon-a-Fide Mills Inc.	Brooklyn, N. Y.
Carthage Mills Incorporated	Cincinnati, Ohio
Congoleum-Nairn Inc.	Kearny, N. J.
Delaware Floor Products Inc.	Wilmington, Del.
J. C. Dunn & Co.	Camden, N. J.
Mannington Mills Inc.	Salem, N. J.
The Paraffine Companies Inc.	San Francisco, Calif.
and	
The Cott-A-Lap Company Inc.	Somerville, N. J.
Sandura Company Inc.	Philadelphia, Pa.
Sloane-Blabon Corporation	New York, N. Y.

SUGGESTIONS

AT the regular meeting of the Suggestion Committee on Wednesday, October 4, the following suggestions were given awards:

Classified as showing a savings in Manufacturing Cost and given an award of $10.00 each:

Change Ring Gear on Tying Machine	Charles Norton, FBF
Steam Scrapers	Clem Reithofer, Chicago
Improved Connecting Rod, FBPM1	John H. White, FBM

Classified as of intangible value and given an award of $5.00 each:

Folding Table for FXFM12, also a Slide Gauge	Earl Boyden, FXF
Wax	Sadie Doughty, Chicago
Roller for Starting Sheets on Slitter at FFR	Stuart Farris, FFR
Platform and Steps at Belt Coal Conveyor	Joseph Marsh, ERB
Attach Paper Stiffness Tester to Sample Scales DMPM5	Frank Nyborn, PMJ
Switch for Light over No. 7 Machine	Roy Packard, FBF
Movable Skids at No. 1 Print Room Door for Storing Cores	James W. Porter, FFN
Pixto Snips	Joseph Tomm, DMH
Slate Surfaced Roofing Walk for Safety in the Shower Rooms	Hubert E. White, FFN

The following were given additional awards of $10.00 each for five suggestions accepted: Joseph E. Marsh, ERB; Frank W. Nyborn, PMJ.

BIRD CLUB MEETINGS

BY virtue of a vote taken at the Annual Meeting of the Bird Club on September 8th, the House and the Club have been separated, the House to be run under the direct Management of Bird & Son, and the Club to continue as a separate unit.

The amount of the dues and the decision as to whether or not the women of Bird & Son should be admitted to membership was left for the Council to decide.

Five Council members were elected as follows: Raymond Call, Roofing Maintenance; John E. Curran, Stock Transfer; Patrick F. Rogers, Statistics; W. S. Jackson, No. 2 Box Shop Superintendent; and Ralph M. Wight, Flooring Plant Superintendent. H. S. Whitney and B. D. Rogers were re-elected Treasurer and Secretary.

At the next regular Council meeting, held in October, Raymond C. Call was elected President and it was voted that the President appoint a special committee to meet with him and decide what activities the Club should provide. This committee is now holding meetings and will have a report to make in the near future. It is composed of the following men: Chairman, A. W. Smith; Secretary, E. A. Hiller; Harry Mann, J. A. Sheehan, and Stuart Nickerson.

BOWLING NEWS

AT a meeting of bowlers last month a League of twelve teams was organized for the coming season. All matches are to be bowled on Dine's Alleys in East Walpole and the season opened on Monday night, October 30th.

The twelve teams have been divided into two groups—the American League and the National League, so that at the end of the season the winners in each league will stage a roll-off for the Championship.

BOOST BIRD PRODUCTS

HAVE you got your Bird & Son "stickers" for your car yet? We want everyone with a car to get these and use them so that Bird Products will be well advertised wherever you travel.

These stickers are attractive transparencies suitable for either the windshield or the rear window of your car, similar to the familiar "Waltham Watches" stickers. With them you will also get an NRA sticker and full directions for applying them.

If you haven't got your stickers yet apply at once to your plant office or to Mr. E. R. Clark of the Sales Promotion Department or at the Personnel Department. Help boost Bird Products.

CARD OF THANKS

I wish to thank my friends in the Bird & Son organization who personally and by note congratulated me on the occasion of my 35th anniversary with the Company. The notes should have been acknowledged, yet I have kept putting it off because I don't like to write notes, and now I am going to use the *Neponset Review* "Card of Thanks" column to save time.

I confess that I do not like these reminders of another five years or even another year being cut off my allotted time, but I am not too old to like the thought and good wishes that come at these anniversary times, and so, my great appreciation herewith.

PHILIP R. ALLEN.

SAFETY SHIELD GOES TO CHICAGO

BECAUSE of the regrettable accident to Laurence Hubbard on October 20th, Shoe Cartons Department, the Safety Shield, held for almost two and a half years by the No. 2 Box Shop, goes to Chicago to be held there, we hope, for an even better record.

Back in September 1929 the Roofing Mill completed a wonderful record of 697 calendar days without an accident, and we wondered then how long it would be before it was challenged by any other department. It stood for four years until beaten by the No. 2 Box Shop in April this year. And now, with its first lost-time accident since May 29, 1931, the No. 2 Box Shop holds a new all-time record of 874 days free from accidents.

However, in spite of No. 2 Box Shop's excellent record in days, the Roofing Mill still holds a record of its own in man hours worked. Their record established in 1929 was 1,033,896 man hours, and the recent run of the No. 2 Box Shop had only 458,383 man hours in comparison.

Hubbard's accident occurred as he was working on the machine. His middle finger of the left hand caught in one of the gears, necessitating his losing it down to the second joint.

One other lost time accident occurred this month—in Phillipsdale. On October 4th John Vargos was helping put a bale of pulp on a hand truck, and the shock of the bale being put onto the truck was transmitted to Vargos' right leg, which was bracing the truck, resulting in a fracture of his leg.

Now Chicago takes the shield. Already this Plant has 388 safe days to its credit and we wish them the good fortune to keep the shield so long that they will establish a record that will stand for all time.

ARTHUR E. SOUTHER

ARTHUR E. SOUTHER, Box Salesman for thirty years, passed away at the home of his sister in Groton, Massachusetts, on October 3, 1933 after an illness which had kept him from active work for nearly a year.

He first came to Bird & Son on November 8, 1900 as a machinist in the Box Division, later he was promoted salesman in the Box Division, traveling for many years in Northern New England covering principally the shoe trade. Because of poor health he was forced to give up traveling in 1931 and in April of that year came to the No. 2 Box Shop as an Inspector. His health continued to be poor and in January 1933 he gave up work and went to live in Groton. Death came suddenly as the result of a shock.

We extend our sincere sympathy to his family.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month and of those who complete twenty or more years' service during November:

			Years
Marshall Grant	11-10-1894	Power and Steam	39
Ernest Stather	11- 8-1901	Box Shop	32
Eric Johnson	11-20-1903	Finishing Mill	30
P. H. Bailey	11- 1-1904	General Sales Mgr.	29
Timothy Reardon	11-12-1907	Maintenance	26
Lewis Walter	11- 5-1908	Box Shop	25
Michael McDonagh	11- 6-1911	Box Shop	22
E. W. Trofatter	11- 4-1912	Power and Steam	21
Chas. J. Watson	11- 9-1912	Roofing Plant	21
Walter McDonough	11- 4-1918	Paper Mill	15
Louis Maida	11- 4-1918	Finishing Mill	15
Margaret Delaney	11-26-1923	Office	10
Norah O'Malley	11-30-1923	Paper Mill	10
Philip E. Vrooman	11- 1-1928	Roofing Sales	5
Edgar M. Grout	11-19-1928	Office	5
	Phillipsdale		
William J. Livingston	11- 4-1910		23
Manuel Costa	11- 9-1923		10
Everett E. Macomber	11-30-1928		5
	Chicago		
John Henehan	11-14-1923		10
	Canada		
E. Petit	11- 4-1910	Pont Rouge	23
J. Lamothe	11-10-1910	Pont Rouge	23
H. Leclerc	11-11-1918	Pont Rouge	15
Miss G. Hershfield	11- 5-1928	Montreal Office	5
S. Leblond	11-16-1928	Portneuf	5

❧

SOCCER NOTES

by

John H. White

OUR soccer team has played six games to date. We lost the first two to Dorchester and Quincy Carsons, 3 to 1 and 2 to 1, but on each occasion we had a short team.

Since then we have won two and tied two. Jamaica A. C., 2 to 1; Beacon Oil, 4 to 3; Quincy Point Club, 2 to 2; and Clan McGregor, 2 to 2.

Goal scorers to date—Travers (acting Captain), 6; Benson, Hay, J. Hogan, Carl Frederickson, McDougal, and Daley, 1 each.

❧

CARD OF THANKS

I wish to thank my friends in the No. 2 Box Shop for the very beautiful lamp presented to me, also for their good wishes. I also want to thank the girls for their very useful shower gifts.

Anna E. Duffy.

ACKNOWLEDGMENTS

The family of the late Arthur E. Souther acknowledges with grateful appreciation your kind expression of sympathy.

We wish to acknowledge with sincere thanks the kind expression of your sympathy.

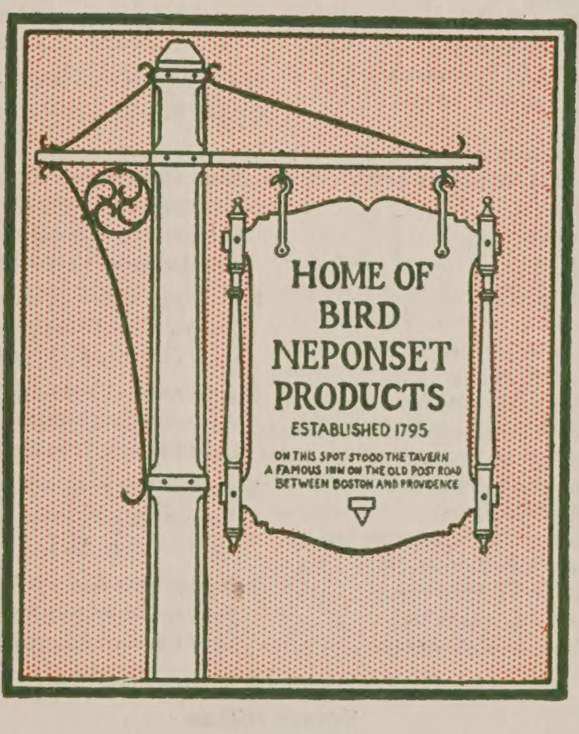
Mr. and Mrs. H. P. Morton and family.

I wish to thank the men at Bird & Son for the beautiful flowers and kind expressions of sympathy.

Dorothy Simmons.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.


HOME OF
BIRD
NEPONSET
PRODUCTS
ESTABLISHED 1795
ON THIS SPOT STOOD THE TAVERN
A FAMOUS INN ON THE OLD POST ROAD
BETWEEN BOSTON AND PROVIDENCE

HOLIDAY NUMBER

VOL. XXI NO 12 DECEMBER 1933

WE DO OUR PART

Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.

BIRD NEPONSET PRODUCTS

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN
AXEL H. ANDERSON
PHILIP H. BAILEY
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
FREDERICK H. HIRD
GEORGE C. LEE
JOHN R. MACOMBER
GEORGE R. WYMAN

EXECUTIVE

Executive Assistant to President, R. C. FLOYD
Treasurer and Comptroller, A. H. ANDERSON
Assistant Treasurer and Credits, D. E. MERRILL
Assistant Treasurer, H. E. DAVENPORT
Auditor, W. C. AHLGREN
Purchasing and Traffic, A. H. RUSSELL
Assistant Purchasing and Traffic, M. J. HAWKINS
Personnel Manager, B. D. ROGERS
Director of Research, E. M. LINES

SALES

General Sales Manager, P. H. BAILEY

Sales Manager Paper Division, F. H. HIRD
  Assistant Sales Manager, W. E. HICKS
Sales Manager Roofing Division, P. H. BAILEY
  Manager Eastern Division, W. E. HALE
  Manager Southern Division, A. D. KILHAM
  Manager Western Division, W. W. WILSON
Flooring Division (Bird & Son Sales Corp.)
Vice-President and Sales Manager, H. E. SAWYER, JR.
  Manager Eastern Division, W. B. ROGERS, JR.
  Manager Western Division, R. W. WESTCOTT
Sales Manager Box Division, C. H. ANDREWS
Sales Manager Carton Division, A. M. CLAFFEE

MANUFACTURING

General Manufacturing Manager, B. H. ROBERTS

Assistant to General Manufacturing Manager, P. N. HILLS
General Superintendent Paper, Box and Carton Divisions, C. W. CONRAD
  Chief Chemist, E. L. CONNOLLY
  Superintendent Paper Division, R. A. WILKINS
  Superintendent Box Division, R. L. TUPPER
  Superintendent Carton Division, W. S. JACKSON
Superintendent Felt Division, T. G. HENDERSON
  Assistant Superintendent, R. H. SALISBURY
  Chief Chemist, A. H. CHAMBERLAIN
Superintendent Flooring Division, R. M. WIGHT
  Assistant Superintendent, B. H. BAILEY
  Chief Chemist, J. E. GRAHAM
Superintendent Eastern Roofing Div., E. L. CHAMBERLAIN
  Assistant Superintendent, G. E. SMITH
  Chief Chemist, M. R. BEASLEY
Superintendent Western Roofing Division, J. G. YOUNG
  Assistant Superintendent, J. F. MATCHA
  Chief Chemist, ERIC GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

Flooring Warehouses

ALBANY, BALTIMORE, BOSTON, BROOKLYN, BUFFALO, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DETROIT, EAST WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, KANSAS CITY, MILWAUKEE, NEWARK, NEW ORLEANS, OMAHA, PEORIA, PHILADELPHIA, PITTSBURGH, RICHMOND, SAN FRANCISCO, SAN ANTONIO, ST. LOUIS, ST. PAUL, SYRACUSE, WASHINGTON

BIRD'S NEPONSET REVIEW
SPECIAL HOLIDAY SUPPLEMENT
December 1933

INTERESTING SUPERVISORY GROUP MEETING

PRESIDENT ALLEN ANNOUNCES BONUS PAYMENT

OUR Christmas *Review* this year, as in most former years, was sent to all of our dealers throughout the country—over 10,000 of them. Because the Post Office Department does not accept them for mailing after December 8, it was necessary to have the *Reviews* made up and printed the last week in November.

At the December meeting of the Supervisory Group, held on December 4th, there were so many interested facts brought out that it was decided to print this extra sheet to be distributed in our organization.

(*Editor's Note*)

SHORT talks were given at this meeting by several Executives, reviewing our business situation of the past year and our plans for the future.

Mr. Floyd explained how complicated our code system will be, because of our varied industries and said that we would be operating under at least seven codes. The Roofing, Flooring and Paper Board Codes are now signed and in operation. Four more codes—the Corrugated and Solid Fibre Container, Wall Board, Felt and Set-Up Paper Box—will be adopted as soon as they have the approval of the proper authorities in Washington. It is Mr. Floyd's belief that the codes are going to prove of great value, especially in obtaining fair prices so that business may be carried on with a profit. The codes have "teeth in them" with severe penalties of fines or imprisonment for employers who fail to live up to them, so it seems probable that they will be observed to the letter.

Great Improvement

Reporting for the Sales Departments, Mr. Bailey said that all departments had shown remarkable improvement over their conditions of a year ago. The Roofing Department has carried on a steady business, and at a better profit because of price increases; Flooring, Carton and Special Papers Departments have all enjoyed good business, taking the year as a whole; and the Box Division, which has suffered so badly in the last few years, is improving steadily. He particularly wanted to thank the Credit Department and the Manufacturing Divisions for the splendid way in which they had cooperated with and helped the Sales Departments, and said he sincerely believed that never in the history of the company had there been a finer spirit of team work among all Divisions.

Mr. Roberts reported that our total tonnage for the year would be approximately the same as last year. He spoke of the increase in business in early summer and the very good working schedules which nearly every department has enjoyed until recently. Every attempt is to be made to keep the plants running as much as possible, even during the dull winter months, and to carry out this plan, considerable additional warehouse space has been rented in New York, New Jersey and Chicago. Our Roofing and Flooring mills will be kept busy a good part of the winter filling these warehouses in anticipation of the Spring business.

Mr. Rogers spoke briefly about the Plant Councils, saying that the By-laws had been adopted by all the Councils, and would soon be distributed in book-form to everyone.

N. R. A, Successful Here

Mr. Allen re-emphasized the statements of the previous speakers and said that no matter what others might say regarding the N. R. A., he knew it was a success as far as our business was concerned, because he had before him figures which showed how remarkably well our business had improved in almost every line during the year.

Before announcing the bonus payment, he took a few minutes to deliver what he termed "A Sermon on Rum and Repeal," and then at the close of the meeting he announced the very welcome news that our business had been good the past six months and had provided sufficient earnings to re-establish the bonus payment, which has had to be discontinued the past two years. He hoped that everyone was as happy to hear the announcement as he himself was to make it.

After Mr. Allen's "temperance lecture" several requests came to him or to the Editor of the *Review* for a copy of his talk. Mr. Allen was rather diffident about putting it on paper, but finally agreed to do so, dictating it from the rough notes he used at the meeting. While this was a very informal talk to our Supervisory Group, we are sure that all of our readers will be glad to know of Mr. Allen's thoughts which are reprinted in this supplement.

We also reprint the announcement of the bonus payment, as read by Mr. Allen at the meeting and as later posted on our bulletin boards.

RUM AND REPEAL

(MR. ALLEN'S TALK BEFORE THE SUPERVISORY GROUP)

NOW a word about Rum and Repeal:—I am going to preach a little sermon on Temperance. How many in this meeting realize the responsibility each one of us has in the coming emergency when the Repeal Act is in effect tomorrow night? Do you men realize that a whole generation has grown up who never knew the conditions in the old days of the saloons; who have seen only the law-breaking, the boot-legging, the speakeasies, the drinking? I'm not preaching at you men here (I don't know a finer group of temperate men anywhere), but I'm appealing to you to become 'apostles of temperance' right here in our own business and our community, both in practice and by example so as to help meet the problem which faces us. It's the same old hard liquor with the same old dangers that we had 14 years ago when the country voted to get rid of it, but a whole generation has grown up that never knew the old days. Then, too, many people today feel that because of Repeal, the Government is now giving us liberty and license and its full approval to drink anything, any time, any where. If there was ever a time in our history when we need a *Blanket Temperance Code*, we need it today.

"We don't need it in this business. We've always had it. This old rule still stands. Any man who comes to work under the influence of liquor or drinks while on duty is 'out,' and this rule applies to every man whether working in mill, or office, or driving an automobile on duty for Bird & Son. It's an inflexible rule. We have spent years of thought and a great deal of money on Safety work in our mills. If we could make any stronger rule than this we would make it.

"Then, too, there's another unwritten rule of this organization—proper behavior whether in private or in public. One of the fundamentals of this unwritten rule is '*temperate* behavior.'

"Are these rules fair and right? Emphatically 'Yes.' In this high speed machine age, whether driving a machine in the mill or on the highway, a man with drinks inside is a menace; with the chances better than even that he may kill or injure himself or his fellow workers or fellow drivers. The fact is, a man in liquor, in or on a machine, is a greater menace than a 'real drunk' who is helpless, and, as we used to say, 'dead.' You know and I know, we older men, either from personal experience or observation, that one drink of hard liquor will add at least 20 miles an hour to the foot on the accelerator. Drink makes a man at the wheel as 'Brave as a lion.' He feels like a *superman*,—fully competent to drive at any speed; to pass any cross road at 100 miles an hour, and see the car entering that cross road at least a mile away; to meet head on any 5-ton truck and smash it into smithereens without even scratching his own car. He's the menace we must fight. He's the potential murderer.

"I believe we should work for a law that will jail for six months any man operating a car on the public highway under the influence of liquor; jail him for a year if he causes an accident; jail him for 10 years if he murders anybody in the accident.

"Now a personal word; it may help you. It has helped me. I have always preached temperance; I was brought up that way. I never believed in prohibition but voted for it as an ideal

ANNOUNCEMENT OF BONUS

TO All Members of Our Organization:

In line with our past policy in paying a bonus when our earnings warranted it, we are glad to announce a bonus distribution to be made on December 29th, 1933.

To those who on December 31, 1933, have been in continuous service of Bird & Son, inc., for over five years, payment will be made of 4% of the normal year's earnings. To those over two years, but not five years, 2%. This bonus is based on the normal year's earnings figured as 52 weeks (of 40 hours each) at the present weekly or monthly rate of each individual.

To those who will not have completed two years continuous service on December 31, 1933, in place of the customary $5 Christmas gold piece, a $5 Christmas check will be given on December 22nd.

Throughout the year 1932 we operated with a deficit; also this year up to May 1st. Since that date volume and prices have improved and while cumulative profits are below normal, they are sufficient to cover a bonus this year. The credit for this fine record during this uncertain and trying period goes where it belongs—to every one in this organization. With great faith and hope in our Government's program, we go forward to take our chances with the future.

BIRD & SON, inc.
Philip R. Allen,
President.

December 4, 1933

experiment. When prohibition became a farce and a failure, making us a nation of law breakers, hypocrites, and liars, I voted for repeal. What a chance we had to follow the experience of other countries in the matter of hard liquor! Take Canada's experience, where all hard liquor is sold at Government stores, completely under Government control and the profits used to help pay the expenses of the Government. Our Massachusetts Legislative Committee went to Canada to study their plan, came back and recommended the old saloons under another name—'Taverns.' They argued we must have taverns or a saloon in order that the poor man can get a drink as quickly and easily as the rich man. This talk about a poor man requiring taverns or a saloon to get a drink the same as the rich man, is Bunk. The poor man under our Massachusetts law will pay 'through the nose' for a single glass at a tavern compared with his Canadian friend who buys a small bottle and takes it home at a price of 1/5th the rate of a single drink at a 'tavern.' In Canada the Government store in every city and town allows the rich man and poor man to buy any liquor he wants but he must take it home or at least away from the store.

A Duty For All

"But what's the use? The law is here so let's make the best of it, give it a chance and change it quickly if and when it's found wrong. Back to the personal word. The one thing that has always helped me is this—I early learned to label everything above beer and wine as 'Poison,' and so on special occasions when a moderate dose is sane and safe, it has helped me greatly to see in large letters that word '*Poison*.' Liquor in moderation of course isn't real *poison*—but in excess it is worse than Poison or a Drug. If you label all hard liquor 'Poison,' it tends to make you *Temperate*.

"And so I say there is a duty for all of us, in business and private, to realize ourselves and see that others realize that the liberty which has been given back to us is rightfully used and not abused. I have great faith that we can spread a gospel of temperance and I feel so sure about the necessity for a big *temperance* movement that I may, any day now, jack my job and go out on the lecture platform on 'Temperance'."

◆

General Plant Council Meeting

AT a joint meeting of all Advisory Plant Councils on December 11th, Mr. Allen addressed the group. His speech concerned itself with the duties and obligations of the newly elected and appointed representatives. It outlines so well the whole purpose of the Plant Council Plan that we reprint it here, hoping that all who read it will then fully understand what our Plant Councils are and what they hope to accomplish.

The Duties of Council Representatives

I AM very happy to meet all the members of our Advisory Councils. I have been asked to say something about the duties of all representatives. That is a pretty large order. I don't regard our Advisory Council Plan as any hard and fast program of official duties and, therefore, I shall not begin with a list of things to do and things not to do, but with the first duty of a Representative which, as I see it, is to interpret correctly the spirit of the Council Plan.

The Council Plan doesn't necessarily put any brand new spirit of team play into Bird & Son, inc. What we hope it will do is to make more effective the existing spirit. I don't believe that there ever existed in this institution on either side anything except the spirit of fair play, and when I say "to interpret the spirit of the Council Plan," I mean the spirit of fair play and square dealing that has existed and I believe always will exist.

The interpretation of a spirit of fair play puts on the shoulders of the men appointed and elected to the various councils a heavy responsibility because if we want people to deal squarely with us we must deal squarely with them. It means that every representative must himself carry the responsibility of acting fairly and squarely and this responsibility affects equally both branches of the council—both the elected and the appointed representatives.

The Council is organized to bring both sides together, and the same responsibility exists on both sides. But they must do more than merely interpret this spirit. They must act as a point of contact between the men and the management.

Why is such a point of contact necessary? The simplest way to answer that is that we have close to 1800 employees working in seven different plants and in several different locations. I can't help but remember when I came to work in 1898. There were 175 employees and I soon knew them all. Everyone was usually called by his first name. Most of the men called Mr. Bird "Charlie." Now the penalty of growing to a bigger organization and bigger units during the past 25 years makes it more difficult for any man to maintain the direct and intimate contacts with everyone that were possible when the business was smaller. It is absolutely impossible for our Managers or Superintendents to be in all parts of their plants at once; it is impossible for them to have that ideal situation of maintaining an individual contact with every man on the force. Therefore the council representative comes in as a point of contact between a small group of managers and a large group of workers.

If we are not able to understand each other and each other's thoughts we will begin to lose sympathy with each other. It is necessary for the representative to understand clearly what the other fellow is thinking about; and it is just as important for the men to understand and have interpreted to them the ideas of management as it is for the management to have those ideas interpreted to the men. It is a fundamental fact in any business relation that those involved must understand each other and it is just as much a fact that when they do understand each other through clear and fair interpretation there is less chance of friction.

Intelligent Action

This interpretation must be done intelligently and here I think is a very important element in the duties of representatives—to interpret ideas intelligently, to think intelligently, and to act intelligently. You representatives of our councils are not merely a group of men to sit down together and say that black is black and white is white simply because someone told you to say it. It is not always easy to advise intelligently. It is much easier, for example, when a man comes to a representative with a question to say "All right, I will take care of it, I will fix it up for you" than to say, "Is it a just question? Is it fair?" and to consider impartially all sides of the case. If these problems of mutual relations are handled intelligently, first in the thought, then in the analysis, and finally in action, we will eliminate a great deal of trouble.

I think that I should stress the point that the element of acting intelligently is of the most extreme importance. We can frequently help the other fellow make an effective complaint if we show him that the other complaint he has made is not justifiable, that it is really not as good as he thinks it is. It takes backbone to tell an employee that his complaint is unjustifiable. It also takes backbone on the part of management to put some policy in effect that may seem *for a time* to be unpopular. This requires intelligent action.

Now of course, that intelligent action demands to a great degree an impartial point of view. I wonder how many of you are really impartial? I doubt if any of us can be 100% impartial. Impartiality is one of those qualities that men get when they develop mentally, and, therefore, you might say that it is the duty of every Representative in order to be impartial, to develop himself mentally.

Now there are many other duties of a Council Representative. There is the furtherance of social and athletic activities of the employees, the things they are interested in outside of working hours. What can you do to help them? There is the Safety problem. It is due more to the efforts of our Safety Committees than to any other cause that you achieved the good accident record that you have set up in the last twelve months; if it hadn't been for the interest our men took in Safety, the record could not have been accomplished. If you interest yourself in Safety you can carry a Safety message away from this room into the mills and reduce the number of lost-time accidents. When you reduce lost-time accidents you are helping a man outside of working hours, because he won't have to lie at home for weeks or months and suffer. If you are not interested in Safety, anything that I say today on that subject is lost.

Another way in which Council members can help is in the Suggestion Plan, when you spread our propaganda for suggestions. How many of you are going around and hunting for suggestions? Whom do suggestions help? Will suggestions help the Company? Yes, possibly we can get a better way of doing our work, a more efficient way, a money saving way, but don't forget that suggestions also help the men who make them. It is not so much the monetary reward, but when a man makes a suggestion that succeeds, he draws attention to himself and makes himself eligible for promotion, because he has proved that he has ideas.

Mutual Understanding

But I think the most important of all jobs of an Advisory Council Representative, employee representative and management alike, is to further the mutual understanding between the executives and the men.

Since the National Recovery Act went into effect we have seen in this country at different points the regrettable results of misunderstandings and disagreements. Strikes and lockouts have occurred with very serious results in some sections.

There is no different objective between Men and Management, or to put it in another way, Capital and Labor. Both are in business to produce goods, both are designed to make things for the well-being of the world, both are performing a service. Both must make money to operate successfully. Each is absolutely helpless alone. Capital with Labor and Labor with Capital can work out their problems on a basis of mutuality, each understanding the perplexities of the other, and profiting by the other's help. Right there in that economic truth, in that basis of all business ethics, you can find the real job of the Employee Representative. It is to preach the mutual understanding, not because I preach it or anybody else proclaims it, but because it is true.

We are living in one of the most interesting periods in the history of the world and changes have taken place in our industrial structure more rapidly over the last few months than normally would take place in a generation. President Roosevelt calls it "the new industrial partnership," and I believe strongly that the mutual interest of management and employees in the success of an industry is the best plan yet devised.

BIRD'S NEPONSET REVIEW

Vol. XXI December 1933 No. 12

OUR PRESIDENT'S MESSAGE

THE record of our business this year is a steady climb from July. For fifteen consecutive months, through competitive price cutting, we had been compelled to sell goods below cost if our mills were to keep running, and each month had shown a cumulative loss. In March, had come the crisis of a Bank Holiday, but with it came a new President with a plan, and over the whole country went a wave of hope, dispelling the fear and pessimism that had been gripping us.

On July 24th came the radio request of President Roosevelt to sign the Blanket Code. We accepted the Code the next morning. Wage rates were restored to the level of 1929. Starting in May, a larger volume of business had come in requiring additional men. By August 15th our forces were increased by 300 over the January 1st figure. Prices were gradually lifted above cost. When profits were shown on October 1 salaries were increased by the amount of one reduction. Today (December 1st) our best estimates show that in spite of losses in the earlier months of the year, we will show on December 31st, a cumulative profit for the year.

We greatly appreciate the whole-hearted support that our organization has given in the formation of Plant Councils. Outside of the help which we expect to get from such Councils under normal conditions, we greatly need such discussions and counsel to meet promptly any change of plan or policy due to the many Codes under which we must operate.

One of the important results of the Administration's Recovery Program (N. R. A.) has been the forming of new trade associations and the strengthening of old associations. This will eventually make it much easier than it ever has been in the past, for dealers, jobbers and manufacturers to solve their mutual problems quickly and satisfactorily. Essentially, we, as manufacturers, and our dealers too, are both trying to answer the same question—how can we distribute quality goods in the least expensive way to the greatest number of consumers?

Many uncertainties still exist. There is great distress and mental dispair among the large number still unemployed, but never has the world seen such concentrated effort being made by the Government and every other agency and individual to help plan and solve the problem. Also, many world and national problems are still ahead of us. The one thing each of us must have is faith and hope that wise leadership will carry us through to better times.

Again, in behalf of the Management, I want to thank each one for the part he has played in the work this year. It has been a year of intensive and hard work. As usual there has been a fine spirit of team play throughout, and the credit, as always, goes to the whole team.

Best Wishes to All for the Christmas Season.

Philip R. Allen

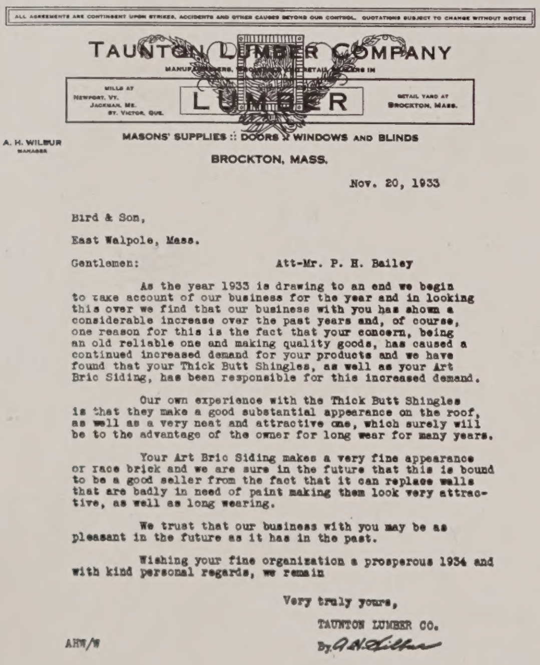
"THE PROOF OF THE PUDDING"

To Our Dealers and Customers:—

BELIEVING that actual experiences with our products are always more interesting and enlightening than mere statements of fact, we have selected for publication in the following pages a number of stories concerning our products and the way in which they have been received by our dealers and customers.

We hope you will find these of real interest and perhaps helpful in solving some particular problem of your own business.

Residence on West Street, Brockton, Mass., with a smart looking roof of Bird Custom Built Shingles



ALL AGREEMENTS ARE CONTINGENT UPON STRIKES, ACCIDENTS AND OTHER CAUSES BEYOND OUR CONTROL. QUOTATIONS SUBJECT TO CHANGE WITHOUT NOTICE

TAUNTON LUMBER COMPANY
MANUFACTURERS, WHOLESALE AND RETAIL DEALERS IN
LUMBER

MILLS AT
NEWPORT, VT.
JACKMAN, ME.
ST. VICTOR, QUE.

RETAIL YARD AT
BROCKTON, MASS.

A. H. WILBUR
MANAGER

MASONS' SUPPLIES :: DOORS :: WINDOWS AND BLINDS
BROCKTON, MASS.

Nov. 20, 1933

Bird & Son,
East Walpole, Mass.

Gentlemen: Att-Mr. P. H. Bailey

As the year 1933 is drawing to an end we begin to take account of our business for the year and in looking this over we find that our business with you has shown a considerable increase over the past years and, of course, one reason for this is the fact that your concern, being an old reliable one and making quality goods, has caused a continued increased demand for your products and we have found that your Thick Butt Shingles, as well as your Art Bric Siding, has been responsible for this increased demand.

Our own experience with the Thick Butt Shingles is that they make a good substantial appearance on the roof, as well as a very neat and attractive one, which surely will be to the advantage of the owner for long wear for many years.

Your Art Bric Siding makes a very fine appearance or race brick and we are sure in the future that this is bound to be a good seller from the fact that it can replace walls that are badly in need of paint making them look very attractive, as well as long wearing.

We trust that our business with you may be as pleasant in the future as it has in the past.

Wishing your fine organization a prosperous 1934 and with kind personal regards, we remain

Very truly yours,
TAUNTON LUMBER CO.
By A. H. Wilbur

AHW/W

ROOFING DEALERS TELL WHY THEY LIKE BIRD PRODUCTS

IF you talk with a Bird Dealer in Chicago, Illinois and another in Tampa, Florida or Portland, Maine, you will find them all unanimous in their praise of certain unique qualities found only in the Bird Line of Roofing Products—the shatter-resistant coating, attractive colors, the Thick Butt feature, and the consistently high quality. These special Bird features have kept our Roofing Products selling rapidly, whether times are good or bad.

Mr. Kilham, our Southern Sales Manager, writes that many of his dealers have found it good business to emphasize one Bird specialty to increase sales, and in this way draw the attention of their customers to the other items they sell. For instance, The Crump Line & Cement Company of Memphis, Tenn., and the Carolina Lumber Company, Huntington, West Virginia, have made Thick Butt Shingles a leader, and as a result they find their sales increased, not only in Thick Butts but in other building materials as well.

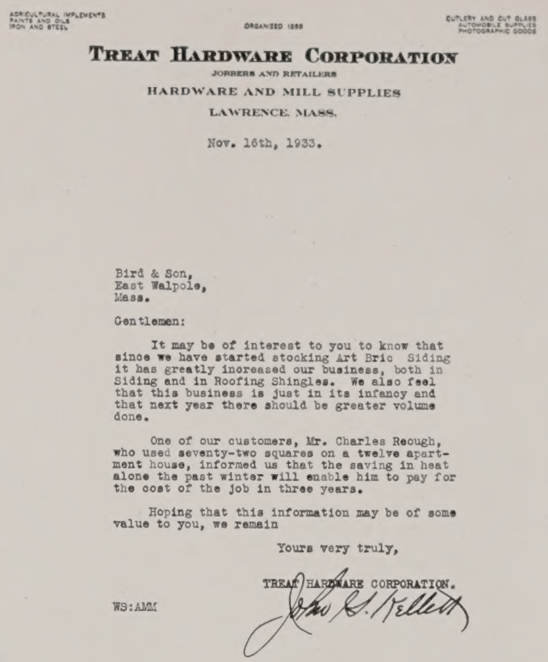
MacLea Lumber Company and Radford & Sanders, Inc., both of Baltimore, and both selling 100% to dealers, have constantly made Thick Butt Shingles the leader; and the North State Material Company of Asheville, North Carolina, sell a large number of dealers, almost all of whom have found that Thick Butt Shingles are proving a valuable item in building material sales.

An Eastern company, the Hutchinson Lumber Company of Lynn, Mass., have written of their experience with Thick Butts in a letter reproduced in this issue.

In St. Petersburg, the All States Lumber Company, and in Greenville, Miss., the M. L. Virden Lumber Company, have both found that an intensive consumer selling campaign, with strong emphasis on quality, is worth all it costs in planning, effort and expense. The Virden Lumber Company has branch yards throughout the southern part of the state and uses this method in all of them. The W. P. Stephens Lumber Company of Marietta, Georgia, has secured a profitable roofing business by conducting a house-to-house selling campaign.

Art-Bric Siding has been a big drawing card, ever since it was first introduced and more than a few dealers have greatly increased their sales through it.

A letter from the Treat Hardware Corporation of Lawrence, Mass., reproduced on this page, tells of their success with Art-Bric. Stories might be told of similar instances all over the country, where dealers have pushed this new siding product and increased their sales.



AGRICULTURAL IMPLEMENTS
PAINTS AND OILS
IRON AND STEEL

ORGANIZED [illegible]

CUTLERY AND CUT GLASS
AUTOMOBILE SUPPLIES
PHOTOGRAPHIC GOODS

TREAT HARDWARE CORPORATION
JOBBERS AND RETAILERS
HARDWARE AND MILL SUPPLIES
LAWRENCE, MASS.

Nov. 16th, 1933.

Bird & Son,
East Walpole,
Mass.

Gentlemen:

It may be of interest to you to know that since we have started stocking Art Bric Siding it has greatly increased our business, both in Siding and in Roofing Shingles. We also feel that this business is just in its infancy and that next year there should be greater volume done.

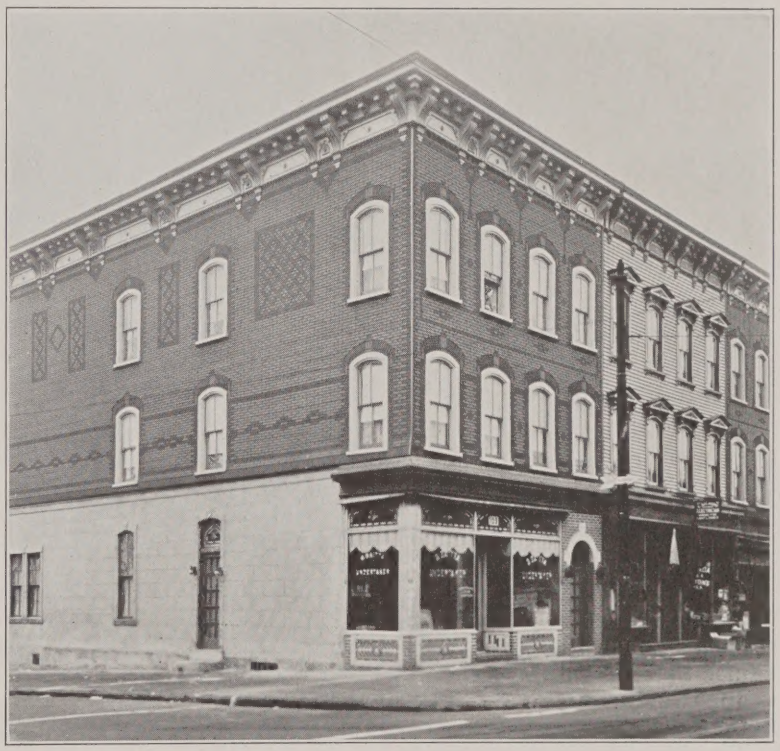
One of our customers, Mr. Charles Reough, who used seventy-two squares on a twelve apartment house, informed us that the saving in heat alone the past winter will enable him to pay for the cost of the job in three years.

Hoping that this information may be of some value to you, we remain

Yours very truly,

TREAT HARDWARE CORPORATION.
John G. Kellett

WS:AMM



Unique Art-Bric Siding job on a store at Wilson Avenue and Starr Street, Brooklyn, New York

Another comparatively new product—Emulsified Asphalt—has helped the Southern Hardware Company, Charleston, West Virginia, increase sales in Roof Coating and allied products.

In West Virginia the Bluefield Hardware Company has built up a remarkably stable roofing business by pushing Paroid over a period of many years, and the Citizen's Lumber Company, Greenville, South Carolina, have used roofing as a leader in their campaign of modernizing homes, with very good results.

In Rockford, Illinois, the Rockford Lumber & Fuel Company have developed a very complete and satisfactory plan of selling, emphasizing particularly the high quality of Bird Products and the special features of Thick Butt Shingles.

A large user of Art-Bric Siding is the Midland Improvement Company, Milwaukee, Wisconsin, and they write enthusiastically as follows—

> "Due to a fear that the present depression might continue indefinitely, the average home owner has neglected the upkeep of his home and allowed it to deteriorate greatly. To put this home in the condition that it was ten or even five years ago, will necessitate a very expensive job. But with the advent of Bird Art-Bric Siding, an opportunity has been presented to the Bric Siding applicators to give this home the attractive appearance of a brick house, at a cost lower than wood siding, eliminating the painting expense every few years.
>
> "From our past experience, we have found that in addition to the beauty, comfort and economy that Bird Art-Bric Siding provides, our strongest selling point is found in the added insulation that it provides. We have had our customers tell us time and again that they had saved 25% to 30% in their fuel bill over the winter.
>
> "However, we have found that the secret in securing continuous Art-Bric business lies in perfect workmanship, and we have worked out a plan wherein we employ a staff of applicators on a permanent basis. We promise our customer that we will give his home that brick-like appearance, and we do our utmost to attain that goal."

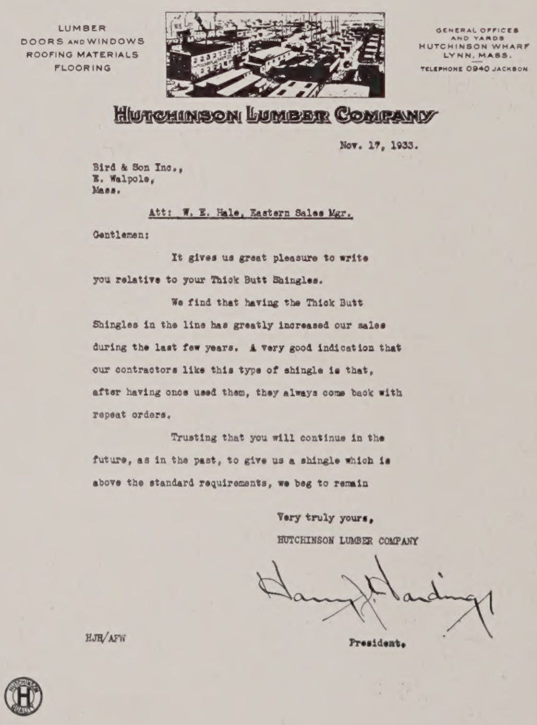
These are only a few out of hundreds of similar instances where dealers have found that Bird Products produce the business. Whether the product be an old stand-by like the famous Paroid, or a more recent addition such as Art-Bric Siding or Emulsified Asphalt, dealers can be sure that it carries the Bird stamp of quality, guaranteeing good business.

Thick Butt Shingles on a beautiful home at 156 Grant Street, Newton Center, Mass.

FLOORING LINE ADDS TWO NEW PRODUCTS

DURING the year 1933 two new floor covering products have been added to our line, namely—Duracork and Rubberlike. Both of these new products have taken well and are showing increasingly larger sales. They have fitted very nicely into our picture of distribution.

Our Neponset and Economy Felt Base lines have been greatly strengthened this year by the addition of several new patterns. All of the additions have sold well—the outstanding patterns being Nos. 6244, 6250 and 6257 in Neponset Rugs; Nos. 3317, 3244, 3250 and 3257 in Ne-



LUMBER
DOORS AND WINDOWS
ROOFING MATERIALS
FLOORING

HUTCHINSON LUMBER COMPANY

GENERAL OFFICES
AND YARDS
HUTCHINSON WHARF
LYNN, MASS.
TELEPHONE 0940 JACKSON

Nov. 17, 1933.

Bird & Son Inc.,
E. Walpole,
Mass.

Att: W. E. Hale, Eastern Sales Mgr.

Gentlemen:

It gives us great pleasure to write you relative to your Thick Butt Shingles.

We find that having the Thick Butt Shingles in the line has greatly increased our sales during the last few years. A very good indication that our contractors like this type of shingle is that, after having once used them, they always come back with repeat orders.

Trusting that you will continue in the future, as in the past, to give us a shingle which is above the standard requirements, we beg to remain

Very truly yours,
HUTCHINSON LUMBER COMPANY

President.

HJH/AFW

ponset 8/4 and 12/4; Nos. 2611, 2615, 2621 and 2627 in Economy Rugs, and Nos. 4621 and 4627 in Economy 8/4 and 12/4. Several other patterns are now in the process of development and will become part of our current line within the next two or three months.

Mr. J. J. Tierney of M. J. Sullivan, Inc., Lawrence, Massachusetts, wrote us recently as follows, concerning our Duracork:

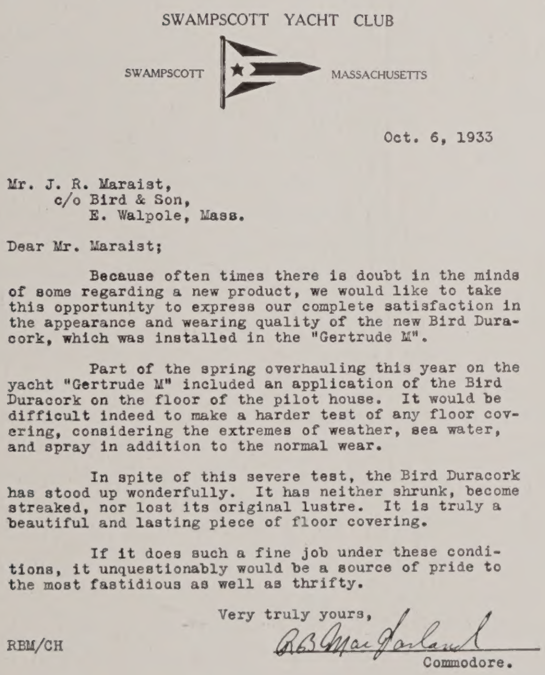
"We are somewhat interested in your new Duracork product, and in this connection are wondering if your Jaspe Floor Covering was its forerunner.

"You may not recall that about nine years ago we laid the main floor of one of our stores with your Jaspe, and it is in use and in good condition today. If your Duracork is a similar product, we feel that with its even more attractive patterns it should be a very good seller."

Although Duracork *is* much like our former Jaspe, it is a much improved product and, as Mr. Tierney states, its attractive patterns and remarkable wearing qualities have made it a product much in demand, even though it has been on the market only a short while.

BIRD
RUGS AND FLOOR COVERINGS

Attractive Rug Department of the A. T. Scattergood Company, Providence, R. I. where Bird Neponset Rugs are the chief feature of the display



SWAMPSCOTT YACHT CLUB
SWAMPSCOTT MASSACHUSETTS

Oct. 6, 1933

Mr. J. R. Maraist,
c/o Bird & Son,
E. Walpole, Mass.

Dear Mr. Maraist;

Because often times there is doubt in the minds of some regarding a new product, we would like to take this opportunity to express our complete satisfaction in the appearance and wearing quality of the new Bird Duracork, which was installed in the "Gertrude M".

Part of the spring overhauling this year on the yacht "Gertrude M" included an application of the Bird Duracork on the floor of the pilot house. It would be difficult indeed to make a harder test of any floor covering, considering the extremes of weather, sea water, and spray in addition to the normal wear.

In spite of this severe test, the Bird Duracork has stood up wonderfully. It has neither shrunk, become streaked, nor lost its original lustre. It is truly a beautiful and lasting piece of floor covering.

If it does such a fine job under these conditions, it unquestionably would be a source of pride to the most fastidious as well as thrifty.

Very truly yours,
RB MacFarland
Commodore.

RBM/CH

MERCHANDISE WELL DISPLAYED IS HALF SOLD

Believing the truth of this axiom, we are very happy to publish the following article prepared by Mr. Henry A. Cochrane, Buyer of the Floor Covering Department, Houghton and Dutton Company, Boston. He discusses here the proper methods of displaying Felt Base Floor Coverings, and his many years of experience as a buyer make him a real authority on the subject. We know our readers will find the article both interesting and helpful.

MERCHANDISE well displayed is half sold. While this epigram is familiar to most of us and recognized as one of the fundamentals of successful merchandising, yet it is surprising that we seldom think of it as applying to the proper displaying of hard surface floor covering.

The average merchant feels that it is necessary to display soft rugs in the most favorable space. He will also give considerable thought to the lighting effects and suitable backgrounds to enhance their eye appeal, in both the department and the window display. Nobody can question his good judgment in doing so, as he is fulfilling an important requisite for sound merchandising.

But we can question his judgment if he decides that it is not necessary to bother about the proper display of the hard surface goods, and that any old corner is good enough for them. After all, both the soft and hard floor coverings are vital factors in furnishing the home, and each is a complement to the other. The soft rugs play a more important part in the home from a decorative standpoint, but we must not forget that the kitchen and bathroom are receiving as much attention from the modern housewife as any other rooms in the house. With the marvelous improvements in finish, patterns and color harmonies in felt base products, they are becoming more popular than ever. They are being used now in homes where a few years back they would never have been considered outside of the kitchen.

The average woman is beginning to use them in other rooms, for which she formerly bought soft rugs. She now realizes their many advantages such as low cost, ease of caring for them, sanitary features and their pleasing attractiveness. Under these circumstances it would seem that they should receive every possible consideration from a display standpoint.

ECUTIVE
FFICES

New Bird Duracork floor in the Executive Office of Houghton Dutton Company, Boston. Duracork is not only attractive and easy to clean, but it wears like iron

In order to accomplish this desired result, the different grades should be displayed in units. Particular attention should be given to contrasting the colors on display so that each design will stand out in strong relief to the adjoining rolls.

To obtain the best results, it is important that the rolls be arranged in a straight line under favorable lighting. Never mix remnants with full rolls and never under any circumstances allow soiled or damaged rolls in the display.

The rugs should be displayed at a uniform height and their diameter should be the same. This can be accomplished by the use of drums wide enough to show a good part of the design, or by using the manufacturer's display unit. It is best to display the rugs in groups for a selection of patterns for a desired purpose, so there will be no distraction to the customer. In other words, group the tiles and designs suitable for kitchens, and have patterns suitable for chambers and other rooms in another group. Contrasting the colors in the rugs should be followed, as outlined in arranging the roll goods.

Floor-covering patterns are designed in relation to the distance in space between the eye and the floor. Therefore to get a true focus it is necessary to see the pattern on the floor. Displaying patterns on the floor in panel formation, with contrasting borders, is the ideal way to show properly the hard surface coverings. However, if the panels are not kept clean and always in a presentable condition they are apt to do more harm than good.

It is always best to carry full rolls in stock. Many times it is a big factor in consummating a sale which otherwise might be lost because of inadequate supply of material.

Felt base material is fast becoming a very important part of every department, and in many instances has kept up the volume that was fading away through the inability of people to buy the more expensive rugs under present economic conditions. Therefore, it would seem that the wide-awake merchant would take every possible means to further the sale of this class of merchandise. The best way to accomplish this is to carry a good selection of patterns in rugs and yard goods and above everything else, to display them under the most favorable conditions possible.

If this plan is adopted, there is no question but what the results would fully compensate the time and effort of putting it into effect. After all, merchandise that is worthy of invested money warrants considerable thought in its display, to the end that if it will not sell itself, it will go a long way in this direction.

Henry A. Cochrane.

SERVICE IS KEY-NOTE IN BOX MAKING

A re-organized business is about to bring out a new line of furniture. Formerly, similar articles have been packed in wooden crates made at the factory, but this concern wants to put this new line on the market in attractive and different packages.

Production is already started and an early shipment has been promised—but nothing has been decided about the new package. A Bird Salesman offers the service of our package engineers—a short telephone conversation with the East Walpole office results in one of our experienced men starting immediately to the scene of action. He arrives the following morning, gets first-hand information as to exact requirements, and works up specifications for just the right sort of case with special protective corrugated board packing. This is all done before noon—but before the cases are made, we must make sure from actual test that they are exactly the right size and that the proposed packing will meet the customer's approval.

A long distance telephone call puts the Bird Sample Department into action. The sample boxes are finished at four o'clock, taken to Boston and placed on the train for delivery in the distant city the next morning.

The Final Test

Then it is a matter of only a few minutes to pack the different pieces of furniture and determine what slight changes are necessary. Before the end of the second day, details have been settled and the salesman has the customer's signature on a carload order for Bird Corrugated Boxes. Production is started at the mill immediately, and the finished boxes delivered at the furniture factory in plenty of time for the early shipment which had been promised.

This is an actual case of the special service we offer to any Bird Box customer. The first carload order has already been followed by a second order from the same company, with immediate prospect of others to follow.

Unlike many of our other products, Bird Corrugated and Solid Fibre Shipping Cases are almost entirely "made-to-order" on customer specifications. We have a special file in which we keep exact specifications of all standard sizes and printing requirements of each customer, so that a call for any particular size, given by its name, number, or dimensions can be filled immediately and suit exactly the customer's requirements.

On the other hand, we also maintain the special package engineering service to meet speedily all requirements for new cases and to develop new types and styles of cases as the need arises.

Recently a clock manufacturer had just completed a new line of fancy clocks. The exact type of box required could not be determined until the clocks had been completed. The first shipment had been promised within a few days, and quick action was necessary. The Bird salesman took the new model clock directly to East Walpole, where it was a question of only an hour to design the correct type of box and packing, and determine the specifications for going ahead with the order for 5000 boxes. All uncertainty had been removed. Again the Bird organization functioned for service to the customer, and the first shipment of clocks went out on time.

GOLD MEDAL
MATTRESS

Containers for every purpose. We make 'em big and we make 'em small—each box designed to meet exactly the customer's specifications. The mattress case shown here is 52"x7"x75"

Tobacco for the manufacture of cigars has been packed for years in expensive wooden cases or crates, weighing when loaded 175 pounds or more. This weight exceeded the limit permitted for shipment in solid fibre or corrugated boxes, but a Bird Salesman was convinced that we had a satisfactory package which would mean a big saving to the tobacco shipper. He arranged for several trial shipments in a full overlap slotted style of box, and found them all satisfactory. He then carried the matter through the proper channels and with representatives of the tobacco interests succeeded in having the change written into the Classification.

This opened up a new field for the use of our boxes, and has resulted in a number of carload orders.

Thus our Sales and Manufacturing departments co-operate for the interests of the customer. We are always ready to assume responsibility, solve the customer's problems and, we hope, make lasting friends among the manufacturers of New England.

◆

UNIQUE DISTRIBUTION OF MODERN BIRD SHOE CARTONS

THE Bird Shoe Carton provides absolutely unique features to Shoe Manufacturers and to their customers, by reason of its exclusive methods of manufacture and distribution.

Identically the same cartons are supplied to Shoe Manufacturers in Auburn, Maine, in Lynchburg, Virginia, in St. Louis, Missouri, and in many other cities of the country, with an economy obtainable in no other way. The cartons are all manufactured at our Mill in East Walpole, from identical materials, printed with the same plates and ink. They are shipped flat to shoe factories all over the country, and are set up in the packing rooms of those factories on machines which we supply to them. The cost of shipping set-up boxes such distances would be prohibitive.

Thom McAn
SHOES

A distinctive "made-to-order" Carton for every customer, with the latest designs and newest colors. That is the Bird Carton of 1934!

These exclusive methods of manufacture and distribution make the Bird Carton particularly valuable to Chain Shoe Store Operators and Shoe Wholesalers who have their shoes manufactured in different parts of the country. Exclusive designs are printed on flat cartons at East Walpole. The cartons are later set up at various factories through the country which supply the Chain Stores, and the result is that when the shoes come together on the shelves of the retail Shoe Store, they are all in identical boxes, although the shoes themselves may have been manufactured in many widely separated factories. The printed Bird Cartons provide the color scheme for the store.

One of the largest and most reputable Chain Store Operators in the United States is Edison Brothers Stores, Inc. of St. Louis. We have been furnishing Bird Cartons to their supplying factories for over a year. Their letter of November 20, 1933, appears on this page.

We also enjoy a very fine association with Littlestown Shoe Co., Inc., Manufacturers of Women's Shoes in Littlestown, Pa., and the Regal Shoe Company, Whitman, Mass., and their letters, which also appear in this issue, explain why shoe manufacturers are enthusiastic about our Cartons and our service.

◆

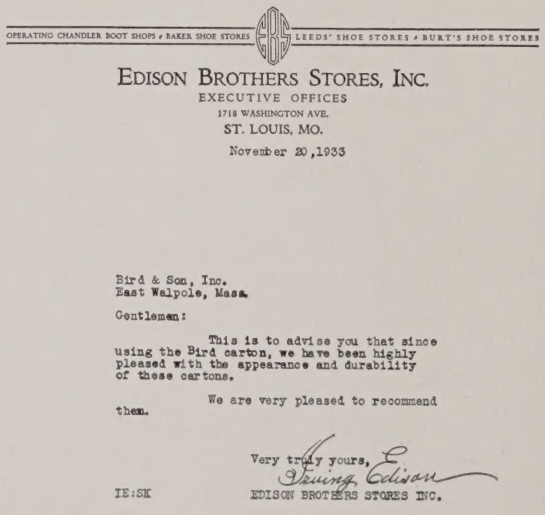
SPECIAL PAPERS

AMONG the Special Papers that Bird & Son manufacture, one about which very little is known is Cartridge or Shot Shell Paper.

Back in the early eighties of the last century Mr. C. S. Bird conceived the idea of producing a paper which would make a satisfactory shot shell and, in spite of the almost universal opinion by paper makers and others that this was an impracticable idea, he persisted in his efforts and after a year or more of experimentation succeeded in producing Cartridge Paper as we know it today.

Not only did Mr. Bird, after an infinite number of test runs, finally decide upon the right material to use but he then developed the machine on which this paper was to be made, which was something entirely new in the art of paper making.

No single product of our business demonstrates so clearly the indomitable spirit of Mr. Bird as the development of Cartridge Paper. The doing of something which everybody else said couldn't be done, resulted in the really great institution that Bird & Son became under his far-sighted administration.



OPERATING CHANDLER BOOT SHOPS • BAKER SHOE STORES EBS LEEDS' SHOE STORES • BURT'S SHOE STORES

EDISON BROTHERS STORES, INC.
EXECUTIVE OFFICES
1718 WASHINGTON AVE.
ST. LOUIS, MO.

November 20,1933

Bird & Son, Inc.
East Walpole, Mass.

Gentlemen:

This is to advise you that since using the Bird carton, we have been highly pleased with the appearance and durability of these cartons.

We are very pleased to recommend them.

Very truly yours,
Irving Edison
EDISON BROTHERS STORES INC.

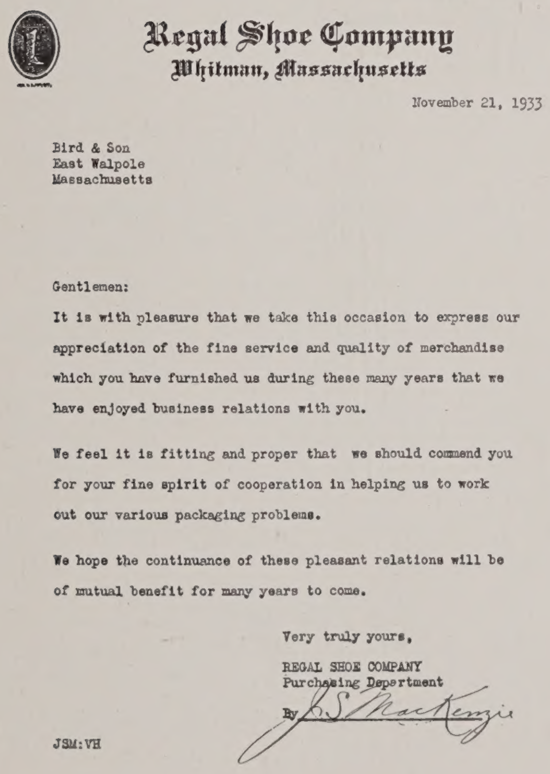
IE:SK

We furnish this paper to practically *all* the leading cartridge manufacturers of this country and Canada, and we expect to continue to do this. Possibly no product of ours is distributed over such a wide field as Cartridge Paper, Bird & Son having clients in the United States, Canada and even far-away Australia and New Zealand.

Another Special Paper in which we do a large business is Index Pressboard. In this issue is a very interesting letter from Remington Rand, Inc., telling of their satisfaction with this Bird Quality product.

NRA
BIRD'S
RUGS
ROOFS
BOXES

Our float which accompanied the 500 Bird marchers in the big N. R .A. parade in Norwood on Thursday, October 19th



Regal Shoe Company
Whitman, Massachusetts

November 21, 1933

Bird & Son
East Walpole
Massachusetts

Gentlemen:

It is with pleasure that we take this occasion to express our appreciation of the fine service and quality of merchandise which you have furnished us during these many years that we have enjoyed business relations with you.

We feel it is fitting and proper that we should commend you for your fine spirit of cooperation in helping us to work out our various packaging problems.

We hope the continuance of these pleasant relations will be of mutual benefit for many years to come.

Very truly yours,

REGAL SHOE COMPANY
Purchasing Department

By J. S. MacKenzie

JSM:VH

SALES PROMOTION

THE Bird policy of Sales Promotion goes to the root of the problem of "How To Sell More Goods For the Distributor." If we can promote sales *for* the distributor, we can surely help our salesmen sell goods *to* the distributor, so our policy emphasizes sales helps that are resale assistance to the distributor.

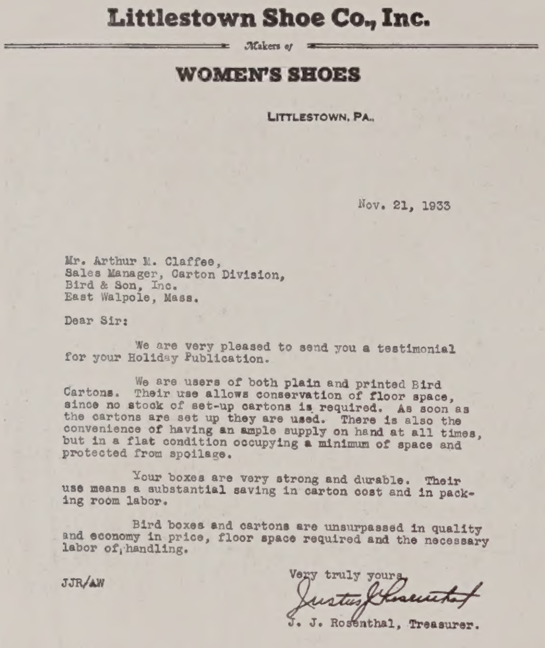
In the Roofing Division these resale aids take the form of printed matter—attractive, colorful and so designed as to appeal to the distributor's customers. This printed matter includes broadsides to the dealer and to the dealer's contractor and builder customers, letters for the distributor to mail to prospective customers, special bulletins regarding our products to contractors and builders whose names are furnished us by the dealer, and our complete catalog of "The House That Bird Builds," together with plenty of envelope stuffers for distributors to send out to their customer trade.

50-50 Advertising, whereby we pay one-half of the dealer's local advertising that features our products, is another promotional method that helps the dealer increase his sales by increased advertising over his name. 50-50 Advertising applies to newspaper campaigns, painted billboards, exhibits at fairs, home shows, etc. We also furnish various signs for the dealer to use—painted signs on the dealer's place of business, fibre job signs ("One More Bird Roof") imprinted with the dealer's name, truck signs, and other special signs from time to time.

In the past few years many dealers have built attractive displays of Roofings and Sidings at their yards. Where dealers want to do this, we furnish an assortment of Shingles and Sidings in the various blends.

All these items you will notice are helps to build business at the point of sale—the dealer's place of business, cooperating with him to sell Bird Products, helping him to make money with the Bird Line.

In the Floor Covering Division, also, our efforts have been to build sales for the merchant right in his store. Display material has been designed to dress up our merchandise in the Floor Covering Department or in window displays. The largest display piece is an attractive sign six feet long and eighteen inches high printed in orange, black and gold. This sign is set on top of the rugs or rolls of yard goods and is prominent enough to be used to call attention to the location of the Floor Covering Department.



Littlestown Shoe Co., Inc.

Makers of

WOMEN'S SHOES

LITTLESTOWN, PA.

Nov. 21, 1933

Mr. Arthur M. Claffee,
Sales Manager, Carton Division,
Bird & Son, Inc.
East Walpole, Mass.

Dear Sir:

We are very pleased to send you a testimonial for your Holiday Publication.

We are users of both plain and printed Bird Cartons. Their use allows conservation of floor space, since no stock of set-up cartons is required. As soon as the cartons are set up they are used. There is also the convenience of having an ample supply on hand at all times, but in a flat condition occupying a minimum of space and protected from spoilage.

Your boxes are very strong and durable. Their use means a substantial saving in carton cost and in packing room labor.

Bird boxes and cartons are unsurpassed in quality and economy in price, floor space required and the necessary labor of handling.

JJR/AW

Very truly yours,

Justus J Rosenthal

J. J. Rosenthal, Treasurer.

Supplementing these cards are Rug Display Labels and Display Cards for use on the merchandise itself. The rug labels give the pattern number and list the sizes in which the pattern is made. The cards provide a space for lettering in the selling price, and on the back of the card is printed an inventory and stock record form. A special display card is also provided for our new and popular Duracork Floor Covering.

An attractive display of popular merchandise is bound to produce business. Bird Floor Covering Products are naturally bright, colorful and pleasing to look at. Add the attention value of these display cards and labels and you have one of the greatest sales helps there is—an attractive, attention-getting display at the point of sale.

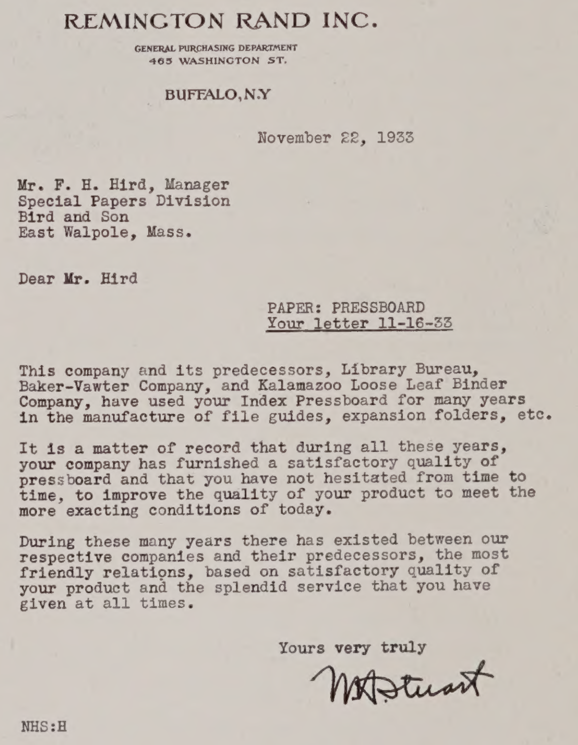
In keeping with this policy of helping our customers to build sales, we offer a Model Display Stock Plan which enables stores using it to carry, at a negligible expense, a complete line of Bird Rugs for the customer's selection. By this plan we will furnish half sections of 6′ x 9′ Rugs at one-fourth the price of complete Rugs. With the Rugs selected, we furnish labels and other display material.

This Plan permits a low inventory without loss of sales as rugs selected from this Model Stock can, in most instances, be secured over night from the warehouse distributor.

Bird Pattern Books are another aid to selling at point of purchase. They not only show faithful reproductions of the patterns and colors, but are bound in covers made of the floor covering material, thus providing quality samples with the pattern illustrations—a complete sales unit by themselves.

And so it is with all our sales helps—designed to help the dealer sell, our growth depending on the dealer's increased volume.

Our sales helps for 1934 will be designed with this same idea in view—help the dealer move our goods and the dealer will see to it that we get his business.



REMINGTON RAND INC.

GENERAL PURCHASING DEPARTMENT
465 WASHINGTON ST.

BUFFALO, N.Y

November 22, 1933

Mr. F. H. Hird, Manager
Special Papers Division
Bird and Son
East Walpole, Mass.

Dear Mr. Hird

PAPER: PRESSBOARD
Your letter 11-16-33

This company and its predecessors, Library Bureau, Baker-Vawter Company, and Kalamazoo Loose Leaf Binder Company, have used your Index Pressboard for many years in the manufacture of file guides, expansion folders, etc.

It is a matter of record that during all these years, your company has furnished a satisfactory quality of pressboard and that you have not hesitated from time to time, to improve the quality of your product to meet the more exacting conditions of today.

During these many years there has existed between our respective companies and their predecessors, the most friendly relations, based on satisfactory quality of your product and the splendid service that you have given at all times.

Yours very truly

W H Stuart

NHS:H

Are You Interested?

A Home Craft Club is being formed by men in Walpole and Norwood who are interested in wood and metal working of various kinds.

If you are interested in joining this organization, notify William Koehler.

EXECUTIVE CHANGES

LAST August a number of changes took place in the personnel of our management—changes which we believe are of interest to many of our readers who know personally one or more of these executives mentioned below.

On August 1st Vice-Presidents G. R. Wyman and E. H. Bartlett relinquished their routine work, as Manufacturing Manager and Special Papers Sales Manager, respectively, and took on special consulting and advisory work. Both continue actively as Executive Vice-Presidents.

Mr. R. C. Floyd was appointed Executive Assistant to the President.

Mr. P. H. Bailey was made General Sales Manager over all Sales Divisions, continuing as head of the Roofing Sales Division.

Mr. B. H. Roberts was appointed General Manufacturing Manager, and Mr. E. M. Lines Director of Research.

Earlier in the year Mr. P. H. Bailey and Mr. F. H. Hird were elected to the Board of Directors, succeeding Mr. George D. Dutton and Mr. Howland Twombly.

NEPONSET CREDIT UNION

A five per cent. dividend was voted by the members at the annual Neponset Credit Union Meeting held November 8th, and two new members were elected to the Board of Directors, W. A. Beaulieu and W. S. Jackson.

At the first Board meeting following the Annual meeting, A. C. Urquhart, who has been President for the last ten years, retired and B. H. Bailey, Assistant Superintendent at the Flooring Plant, was elected in his place.

The retiring members of the board were A. H. Anderson and J. H. Smith. Mr. Smith and Mr. Urquhart, retiring President, have both been with the organization since it was first started and have served faithfully in their respective offices.

BIRD CLUB MEMBERS FAVOR COMBINING WITH E. M. B. A.

BY a practically unanimous vote on the recent questionnaire, the members of the Bird Club expressed their approval of the proposed plan of combining the Club with the E. M. B. A., and immediate steps are now being taken by the Council to go through the necessary legal proceedings. From 400 eligible voters, the results were as follows: In favor of dissolution—329, not in favor—43, not voting—28.

The proposition will have to be voted on by the Benefit Association, and there is quite a bit of "red tape" connected with its dissolution, which may delay the reorganization.

It was felt by the Council—and by the members (as shown by their vote)—that it was wisest to take this step now, in view of the fact that the members have lost interest in the Club. Only about fifteen per cent of the members have been attending the entertainments for several years, in spite of the high quality and variety of the shows. By combining with the E. M. B. A. an all-Bird & Son organization will be formed, which can run occasional social functions. Bird Club dues will be eliminated and there will be no increase in the dues of the Benefit Association.

"Sonny" Doderer, grandson of George Doderer who works on No. 3 Paper Machine, taken in his grandad's flower garden. Another picture of this beautiful garden recently took a blue ribbon at an exhibit at Hotel Statler

Frederic W. Allen

MR. FREDERIC W. ALLEN, brother of President P. R. Allen, died on Saturday, November 25th, at the age of 56.

He was a senior member of the firm of Lee, Higginson & Company, and a director in a large number of companies. He was born in Walpole and began his business career with Simmonds Hardware Company of St. Louis. He had been a member of Lee, Higginson & Company since 1915.

Services were held on Sunday at his Long Island home, and short services were also held at the Maple Grove Cemetery, Walpole, where he was buried, on Monday the 27th.

He is survived by his wife and three daughters. We extend our deepest sympathy to the family.

BIRD'S
NEPONSET REVIEW
Vol. XXI. DECEMBER 1933 No. 12
Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will
MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.
Advisory Board
P. H. Bailey R. C. Floyd B. H. Roberts B. D. Rogers
Editor, B. D. Rogers
Assistant Editor E. M. Grout
Circulation Manager A. S. Blaney
Printing Foreman, F. R. Meyer

Influence is to be measured not by the extent of surface it covers, but by its kind.—William E. Channing.

IT is always a pleasure, when the Christmas season rolls around, to wish our many friends a pleasant Holiday and good fortune during the coming year. Eleven months of the year the *Neponset Review* is published just for those within our organization, but this Holiday Number is intended, not only for our employees, but for every friend of Bird & Son, especially our dealers and customers.

A surprising amount of water has gone under the bridge since we greeted you last. Business has gone through so many unexpected evolutions and "revolutions" that most of us are still wondering what it is all about. The hardships of 1932 are not forgotten yet, nor are the rapid developments which have taken place since the regime of the "New Deal"—the bank holiday, the messages of confidence from the White House, the abandonment of the gold standard, the National Recovery Act, the nation-wide business pick up during the summer months, and the recent discussions on our monetary policy.

The day of experiment in business is by no means over yet. Some are of the opinion that it has only started. Although not even the wisest minds know exactly what the future holds, we can all feel some confidence in the fact that we have survived the "worst depression" thus far, and are still doing business.

Bird & Son has enlisted whole-heartedly in the N. R. A. and continues to stand firmly back of the President, believing that the surest way out of our present difficulties is to be found in a continuance of a nation-wide co-operation in business, under the guidance of the leader in Washington.

This much is certain: Whatever our present difficulties, things generally seem to be better off than a year ago at this time, and we therefore optimistically wish every one a Merry Christmas and the most Prosperous of New Years!

PLANT COUNCILS

OUR Plant Council plan, announced in September, is now well-organized and beginning to function. The proposed by-laws have been discussed by the various sub-committees on each Council, and it is probable that before this issue of the *Review* is published, the by-laws will have been adopted in their final form.

The Plant Councils have been organized to make possible a closer co-operation between management and workers. With the coming of N. R. A. and the eight separate codes under which we must operate because of our different lines of business, it would be increasingly difficult in our large company to understand each other's points of view without some common meeting ground.

Plant Councils provide a simple means of "getting together." An equal number of elected employee representatives and appointed management representatives meet in Councils at each of the plants to discuss and make recommendations concerning all subjects of interest to employees, such as wages and working conditions.

There is an employee representative for each department, and through him the other members of his department may bring their questions and suggestions before the Council for consideration.

Our relations between management and employees have always been of the best, and because we want them to continue so, Plant Councils have been organized. These are still difficult times in which emergencies may arise suddenly, calling for quick decisions. Neither the management nor the employees alone can see the whole picture. Each needs the help of the other. We hope and expect to be able to say a year from now that our Plant Councils have been invaluable in helping determine quickly and wisely the best policies.

John H. Maguire

John H. Maguire, one of our grand Old Timers, died at his home on Wednesday, November 29th, following a shock on Sunday, the 26th.

He was sixty-six years old and had been in good health until the time of the shock. On October 12th of this year he celebrated his fifty-first anniversary with Bird & Son. He started work with us at the age of fifteen and had always worked on the Paper Machines. For many years he was Night Foreman in the Paper Mill.

He is survived by his wife and three sons, Harold J., Arthur I. and Dr. Francis X. Maguire, all of East Walpole. To them we extend our deepest sympathy. Mr. Maguire was one of our best loved fellow workers and will be greatly missed by everyone.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
Albert Kimball
Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Ruth Milliken

Rose Silverman, Mattie McLauchlan and Mary and Alice Bannon, who attended the World's Fair, paid a visit to the Chicago Office and were given a royal welcome. They were invited to a dinner at the Terrace Gardens, Hotel Morrison.

Frank Vietze was elected to represent the Credit, Billing and General Ledgers Department in the new Employees' Plant Council. Two of his vest buttons popped off when he heard the news.

Since Eddie Johnson got his new "Chevy", he has been burning up the roads of East Walpole, Norwood, Hingham, and other places. We understand the cops at Hingham are strict. How about it, Eddie?

It doesn't matter what your first guess is, these are really girls you all know. Martha McLauchlan, Alice Bannon, Rose Silverman and Mary Bannon, all set to take a ride under Niagara Falls in the "Maid of the Mist"

'Twas rather an unexpected wedding reception that was held recently for "Andy and Joe"—Lambert Anderson and Josephine Wilson—at Dutchland Farms. A group of girls from the Cost Department dropped in on them rather suddenly. It certainly was amusing—the unexpectedness and all.

Margaret Turner certainly displayed her talent in drawing when she applied it to the wedding car of Andy and Joe. Hearts and more hearts of bright red lipstick! Just imagine Andy driving up to the garage and requesting that his windows be washed! Well, anyway, it proved one thing—the lipstick was permanent.

Harold Murley, Roofing Sales correspondent, has been transferred to the New York Office. We wish him the best of luck.

J. B. Blandford, Roofing Salesman, welcomed a new member of the family on November 3rd—a boy weighing eight and a half pounds!

Joe Hurtt wants to know where he can buy some red flannels. He doesn't think much of this cold New England weather.

Who broke the window in the Roofing Sales department? Was it an accident or was it done for fresh air? Ask Mrs. O'Neill!

On Friday, November 17th, the Bird & Son-ites held another gala roller skating party at Moseley's. The party was featured by Harry Hey's marked improvement in his ability to stand on both feet. About 11 o'clock the roller skaters, sore and tired, retired to the tame and serene sport of dancing at Dunn's. At two in the morning, "Good Night, Ladies" was sung and everyone voted it a successful evening.

Recently the electrical system in the Cost Department was on the blink. Came five o'clock and there were no lights in the dressing rooms. The problem was solved, however, by the reliable Marion Tolman, who dispelled the darkness with a flashlight. We suspect that she uses it to see her way around Islington at night.

Everyone is wondering what can be the big attraction at the Needham Bowling Alleys. Every Tuesday when it comes time for the Cost Accounting girls to strut their stuff, Needham is suggested as the destination. How about it, Sophie and Agnes?

Betty Benson has been transferred from Box Sales to the Mail Room.

Peg Corcoran tried to walk right straight through one of the plate glass windows down in the Stenographic Department not very long ago. We are all wondering just what was bothering her.

Santa Claus, in the form of Mary Kelliher, returned from a trip to South America and the West Indies laden with "gorgeous gifts" for many grateful girls here in the office.

We understand that Eleanor Morse has hit the "sawdust trail" with Aimee Semple MacPherson inasmuch as she didn't miss a night while the Evangelist was in the Boston Arena.

We have heard wonderful stories of the potent, invigorating qualities of the gigantic tomatoes as grown by John Robertson. He says there is nothing like them to fill you with sun ray vitamins. Page Campbell's Soup!

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
Fred Jonah
Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Wilbur Fay and Arthur Eppich went way down in Maine chasing the "Big Bad Wolf." It didn't turn on them like that rabbit did last year; but Art has a tall story about how curiosity killed a deer. Says Art, "Was my face red!" We wonder how Wilbur got his deer.

Vernon Rafuse is the proud father of twins—a boy and a girl.

We have in our midst a marathon walker by the name of Michael Duffy. On his vacation he walked home from the North Station. His next trip was going to Brockton, then Quincy. What kind of shoes does he wear?

Charles Rafuse equipped his famous trailer with skiis and spent a week in New Hampshire looking for the brother to that deer he got last year. Jesse King would have gone, but he is afraid of the bobcats up there.

Quite a few faces from the Main Mill were seen at a Dutch Supper in Cambridge one recent Saturday night, at the Engineers' meeting. John McLennan is still hollering for something to eat.

The Machine Shop's one-man bowling team, Ed Gilmore, challenges the electricians, singly or collectively—any time—any place. Frank Whitehead please take notice.

John Bandonis has been transferred to the Store room, and we welcome John Phelan, the new Mill Office messenger boy.

Have you noticed Fred Duncan's hair getting more gray lately? While on a vacation spent in Virginia he was "taken for a ride" in an airplane. He hasn't got over it yet.

E. L. Connolly is in the market for a load of sand, after having recently purchased a Welch Terrier. This business of house-breaking a dog is pretty tough, what say Gene?

Phillipsdale, R. I., Mill

Rexford H Salisbury
David S. Lowry
John H. Nolan
Leslie E. Howard

William Andrew tells us that he is not going to throw any more snowballs. Ten dollars a throw was too much to pay for the privilege.

James Boisvert had a short but enjoyable vacation a week ago. We will all be careful while driving through Providence hereafter.

We welcome two new men this month, Linwood Babbitt who is working in the shipping room and Harold Hyde who is in the engine room.

Believe it or not, we have on the same shift in our boiler room a fireman and assistant whose names are Love and Tuffy. We wouldn't advise you to start anything, however.

We are sorry to hear of the death of the mother of Louis Doyle.

Two new Dodges have put in their appearance sponsored by Herb Chamberlain and Rex Salisbury.

The hunters have started out again. Tom Wynne and Les Howard walked all over South county following some deer tracks which unfortunately turned out to be made by a cow. Charlie Riley is going to stick to chipmunks whose tracks he thinks he knows. John Barquist says he is too old to be running around the country but if any big game comes into his back yard he will take care of it.

Tixy Billings is wearing his annual bowling smile—that is about once every two or three weeks he wears it.

If you have anything for sale Mr. Nanni will take care of you. He is our big secondhand dealer now.

Several of the boys here at Phillipsdale have acquired new cars this month. Herb Black has a 1931 Ford, Frank Reed a 1930 Plymouth and Walter Gill a 1929 "shift" Ford.

Frank Mello always has his hair neatly trimmed and his neck all shaved. It is rumored that his daughter has taken up hair cutting and hair dressing which accounts for this.

A corner of Henri Davenport's garden at 62 Cypress Street, Norwood. Mr. Davenport always has a fine garden—and last summer was no exception

Leslie Howard, is the captain and coach of the Massasoit Hook and Ladder water battle team of Warren which won the Rhode Island Championship this year. This team won the Bristol County championship last year.

Charlie Riley, our champion squirrel hunter, is at it again but the squirrels are hunting for him this time. The other noon while Charlie was eating his lunch a squirrel came right into the washroom and Charlie had a great time trying to catch him.

Ask Dave Lowry if he is aware Massasoit Avenue has a stop sign at the junction of North Broadway. We understand an officer gave him a few instructions this week.

The East Providence N.R.A. Parade, held on the evening of October 9, contained about 10,000 people and over 100 floats. Among those present were almost one hundred men as a delegation from Bird & Son's Phillipsdale plant. What with a band in front and another one in the rear and also with plenty of red fire everyone seemed to be having a good time although here and there were heard appropriate comments concerning the "heavy fog" which settled on the town just as the parade started.

BOX FACTORIES
East Walpole, Mass.,

No. 1 Box Shop

Genevieve Pare *Earl Boyden*
John P. Walsh *Ralph Farris*

What was Nora Feeney doing with a sledge hammer in the back seat of her car Saturday night? Sam Hunter examined it carefully and found the face of it badly marked up. For particulars see Red Curran.

Fellow workers have noticed the absence of Bill Downing's moustache. It seems that Bill couldn't eat his favorite jelly doughnuts without getting considerably messed up.

Wilmer Wiggin on a recent trip to New Hampshire brought back a carload of apples. We wonder why?

Speaking of apples, did you know that Bob Morse is selling them? Trying to raise the price of a trip to Florida, Bob?

Kenneth Towle and Peter Flaherty are now known as the silicate twins—Dusty and Dustier!

Michael Verderber, our Council man, is spending a great deal of time these days combing his hair, curling his mustache, and beautifying himself in other ways. As a representative of all those girls in the Corrugated Case Department, he feels it his duty to assume the appearance of a movie actor.

"Billy Goat" Head is anxious to dispose of nice fat "Bunny Rabbits" for Christmas—Slingtown Bugle please copy.

Ernest Koebe who by the way did not intend to bowl this year, couldn't resist the temptation and is now up to his old tricks of strikes and spares.

No. 2 Box Shop

John McMahon *Ambrose Fitzpatrick*
Martha McLauchlan *Alma Walsh*
Frank Eisenhaur

If any one needs any patching done, just send it to the girls in the Flower Pot Department as they all take in sewing on Monday night every week.

Mary Bellew would like to know what is good for Roller Skate bumps and burns.

Fanny Murphy sure looks great these days with her new glasses.

Mary O'Donnell is looking for a good alarm clock—one that rings in the A.M. instead of the P.M. Wish you luck, Mary.

We would all like to know why Gertrude Farley is so busy with all sorts of hand work during her lunch hour.

ROOFING MILL AND OFFICE
Norwood, Mass., Mill

William Bothwell *John White*
Stanley Phillips *Walter Cyr*
Edward Hiller

Congratulations to Frank Fleming on his marriage, November 25th.

Our new Granule Plant is rapidly progressing.

John Mattson shot a fox, but had no luck with the deer this season.

Paul Sansone was relieved of his pocket book while shopping in Boston. It is a short story—a beautiful lady, a peculiar tangle at a rush moment, the trip home, a discovery, and an awakened reflection—no money, no license, no Santa Claus!

We understand Andy Manimon is the Horse Shoe Champion up his way.

Ed Lincoln has acquired a new Ford sedan—V-8.

Mario Tomasetti is now keeping a bachelor's apartment on Washington Street, Dedham.

Peter Stupak is assisting in the Maintenance Department during stock-taking.

Victor Makela and Joe Smith are both doing their share in bringing back good times, Victor having a heating plant installed and Joe a new bathroom.

We will have to admit that George Polumbo is quite a farmer. He brought in a tomato plant that was nine feet high, Deeb Esber is the proud daddy of a baby girl.

William Standish is sporting a new Chevrolet sport sedan. Some class!

Judge, the famous Roofing Plant kitten which had been rescued from starvation and cared for by Charlie Chorlton, has passed away. He was just another cat, but a little care on the part of the driver of the car which struck him in the mill yard would have saved this life, and although it was only a cat this time it might be worse the next. It's a good idea to drive carefully through all our mill yards.

Joseph Marsh, formerly of the Main Mill, is now working in our Boiler Room.

Warren Manson spent three days in New Hampshire.

Jepson is sporting a new Chevrolet.

Pat Tracey is still vacationing in Ireland.

Wm. Bishop has completed his re-roofing job at his house. You must be quite a carpenter by now, Bill.

Ed. Wenstrom has a new All Wave Radio. Better look out any of you parkers. He is liable to tune in on you some night.

Victor Makela was trying to feed the cat some snuff recently. The cat evidently didn't like it for he headed for the open door and doesn't come around Victor any more.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

John S. Smith *Charles Miller*
Tom Rogers *Lester Evans*
Arthur Cripps *Laurence Gammell*

Our industrial magnate, Lester Evans, has recently been at the Norwood Hospital, a convalescent from a strange sickness which turned out to be very serious. We all hope he will be back with us soon.

We hear they fed him with raw meat, so we expect he'll be a wild man when he gets back. Also, we are waiting expectedly to get the "low-down" on the nurses, doctors, and what have you, when "Walter Winchell" gets in good form again.

Leo Bernier and his Norwood Legion Band came back from the Legion Convention at Chicago with the good news that they had won sixth place in the National Legion Band Contest. Congratulations!

Ed Daly has become a short wave enthusiast. He has London for breakfast, lunches with Australia, and dines in the evening with Gay Paree.

Carleton Rafuse is driving a new Ford coupe.

Congratulations to Warren Dyer, who was elected by a large majority to serve as the Plant Council representative from the Shipping Department.

The fashion for wee moustaches seems to have gone into discard in the Laboratory and Art Departments.

We welcome back within our walls the Research Branch of the Flooring Division.

CHICAGO MILL AND OFFICE

Roofing Division

John Matcha *Dell F. Lydon*

On September the 22nd we received the very pleasant news of the marriage of James G. Young to Miss Eleanor Mussey. Our kindest wishes for a long and happy life together.

Following is a list of items which one of our recent grooms found necessary for his trousseau, as taken from original list which he accidently left at the office:

Flowers, cards, shoes, bed-spring, rent check, envelope for minister, hair cut, car washed, pack suitcase, ring, license.

By this time we know that Florence Clark (nee Morman) is a first rate housekeeper. She left us on September 29th to take up her wifely duties in earnest.

We have all heard the adage "Still Waters Run Deep" which proved true the other day when we discovered our eligible bachelor, Jimmy, with his arms around one of the good looking girls in the stenographic department. Jimmy has a way with him girls. Beware!

They still come, these wedding announcements. The latest one to report is that of Gordon Wikelund and Miss Florence Hausherr. Gordon travels in Wisconsin and Florence was formerly a Bird employee. Our sincere good wishes to them both.

We were happy to have Mr. D. E. Merrill of East Walpole here to visit us and hope he returns real soon.

We extend our sympathy to Mr. and Mrs. Roswell Dodge on the death of their infant son who passed away November 11th. Also, to Elmer and Harry Jansen who recently lost their father.

The eventful day for Ray Wolf and his bride dawned on September 2nd. Congratulations and the very best of wishes for their future happiness.

We are glad the pallor has gone from Herman's cheeks, caused we 'spect by the dainty meals prepared by his wife and sister during his mother's absence. Oh boy! Herman, wait until Clara gets all your meals!

We were pleased to have Mr. G. A. Sayres our Southern salesman in to see us. Also, "Doc" Hill, Southern Illinois salesman.

Did Alice Wood turn crimson the other morning??????? We are curious to know where her knowledge on correct grooming was acquired.

We could be rather verbose regarding several trips made by Erich Gach to A Century of Progress. We will not, however, divulge all the information received, other than that after Erich spends a little time at the "Old Heidelburg Inn" he can sing as lustily as "Herr Louie and the Weasel."

We extend our sympathy to Ben, William and Orlando Cozzi on the death of their father Phillip Cozzi September 18th.

Has anybody here seen Kelly? Someone suggested we look under her new Dodge Coupe.

Flooring Division

V. D. Szukalla *Gladys L. Davis*

This month's notes will start away back with last summer in the way of a picture of Mary Mac on her gallant steed. It looks like she thinks he might change his mind and run right out from underneath her. Well, there's one consolation—she can always put her feet down to stop him.

Mary MacWade, of the Chicago office, and her gallant steed

Next in line is a picture entitled "The Coo Cluck's Clan"—Matty McLauchlan, Alice Bannon, Rose Silverman and Mary Bannon. It was taken at Niagara Falls during their vacation. Sorry we can't tell you how we got the picture.

The next eventful happening was the girls' Halloween party. The high spots in that were the eats, the fortune telling, the way Lillian Moe almost won the prize in the "Yes and No" game AND THE FAN DANCE BY ANNE POLLOCK.

And then the hunting season burst forth in all its splendor. Among those participating were Lord Tyson, Count Brebach, Colonel Altman, and last but not least, Sultan Tony. We understand he aimed at a quail but got a woodpecker. He says, however, that he kept his hat on.

Another contest was that held in the Laboratory. The graph showed there are some people here with very good lung capacity—or sump'n. Lillian Moe had two tests and is quite certain now that she is in the pink to begin tap lessons. We are all getting ready for the recital.

It's pretty cold these mornings, and our sympathy is with the girlies who are still wearing their F. F. coats. They must feel cold but the old spirit of the poem "Twas the Night before Christmas" is here and discomforts seem to lessen, so we wish you all a Very Merry Christmas and a Happy and Prosperous New Year.

We note by a Boston paper that Mr. Westcott has been nominated for the office of Secretary of the U. S. Lawn Tennis Association. Good luck to him in the election which takes place in February.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during December.

			Years
A. R. Jenkins	12–13–1894	Flooring Plant	39
Harry Mann	12– 1–1901	Engineering	32
Robert Roy	12–27–1905	Roofing Plant	28
Dennis Broderick	12–20–1906	Janitor	27
David Heylin	12–21–1906	Maintenance	27
J. S. Robertson	12– 7–1908	Traffic	25
Wilbur C. Fay	12– 9–1908	Maintenance	25
Frank Whitehead	12–19–1908	Maintenance	25
R. G. Fulton	12–30–1912	Roofing Plant	21
Herman Nordstrom	12– 8–1918	Paper Mill	15
K. G. Rouillard	12–16–1918	Paper Mill	15
Emil Sigmund	12–18–1918	Maintenance	15
Clyde Bennett	12– 3–1923	Flooring Plant	10
Sven Berglund	12– 3–1923	Flooring Plant	10
David Bader	12– 3–1923	Roofing Plant	10
Edward L. Lincoln	12– 4–1923	Roofing Plant	10
Curtis Boyden	12– 7–1923	Box Shop	10
Bartley Curran	12–10–1923	Box Shop	10
Vaughn Lowerison	12–14–1923	Box Shop	10
Veronica Dixon	12–11–1928	Paper Mill	5
	Phillipsdale		
Thomas Henderson	12–14–1894		39
	Chicago		
Bryson J. Overholt	12– 5–1913		20
	Canada		
W. Jackson	12– 9–1918	Pont Rouge	15

SUGGESTIONS

AT the regular meeting of the Suggestion Committee on November 1st, the following suggestions were given awards:

Showing a savings in Manufacturing Cost and given an award of $10 each:

Tin Trough to Catch Waste from "Cap" Machine	William Barrett, FBC
Electric Contact Reel on No. 5 Crane	Joseph Donovan, EME
Cores for Use on 020 Body 94-5/8	Richard G. Sprague, FXC

Of intangible value, and given an award of $5.00 each.

Safer Clutch on Kettle Machine	William Barrett, FBC
Sprocket and Chain Drive at No. 5 Hanger	Robert Barss, FFM
Clasp for Lifting Die	Byard Bennett, FXR
New Method of Adjusting Wax Rolls	Carl Brennan, FFD
Change Pipe on No. 3 Allen Pump	Michael Burke, DMB
Special Key for Top Bevel Gear	John Caulfield, FBM
Spacing Collar between Two Bevel Gears	John Caulfield, FBM
Emergency Stop Button on FXG5	Amos G. Davidson, FXF
Pilot Light on Asphalt Heater	Joseph Donovan, EME
Shorten Clutch Handles	Warren Dyer, FFV
Install Guides at Looping Rolls	Hilmer Eklund, FBPM1
Widen Platform at DMW	Martin Flaherty, DMW
Black Sand Unit No. 1 Machine	H. F. Goudie, Chicago
Shelves for Gum Strip Machines	Clare Hayman, FFN
Trim Guide on Blank Presser for Filter Paper	Clemens Kaster, FXB
Stop Switch on M34 Combiner	Allan R. Legge, FXR
Rings to Facilitate Opening of Slides	Nick Schreiber, Chicago
Box at Slate Elevator	Nick Schreiber, Chicago
Special Guard at Cement Beater	Joseph Sienkiewicz, EML
Handle Bar on Winches	John Stepanowich, FFP
Remove Post at FX3	Michael Verderber, FXV1

Byard Bennett, Shoe Cartons Department, was given a special award of $10.00 for having five suggestions accepted.

LOST TIME ACCIDENTS REDUCED 80% SINCE 1926

AS we approach the end of 1933 and look back over the past eight years of Safety work we see a record of improvement that is almost unbelievable. In 1926 we had the disgraceful record of 120 lost-time accidents for the year. Then we became "safety conscious" and began to work seriously to reduce the number of our accidents. The very first year showed an improvement–the total dropped to 96. In 1928 we concentrated again, and succeeded in cutting the total more than in half—only 40 lost-time accidents!

In 1929 we held our own, with a total of 41 for the year, and then in 1930 we did the impossible and once again cut the total in half—down to 19 accidents for the whole year!

Since then we seem to have relaxed a little too much for our own good. In 1931 we jumped back up to 35 accidents, last year we came down to 27 and to date this year we also have 27 accidents to reckon with.

November brought us three lost time accidents. Joseph Akunewicz strained his back on November 3rd, attempting to move a heavy roll of dry felt at the Roofing Mill; this kept him from work a week. On November 14th Lewis A. Gammell received a severe abrasion of his right leg from a roll which slipped off a truck in the Flooring Shipping Department and struck him on the ankle. He is still out. William J. Quinn hurt his left leg on November 22nd by getting caught between two loads of stock in the Finishing Department of the No. 1 Box Shop. He also is still out.

MEMBER NRA U.S. WE DO OUR PART

BIRD PRODUCTS

BIRD NEPONSET PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt Special 3 in 1 Thick Butt 3 in 1 Thick Butt
NEPONSET Double Twins American Double Twins Super 3 in 1 Thick Butt
Improved Twin Lock Hex-Twins Individuals Giant Individuals
Custom Built Lock-Butt BIRD Insulated Bric-Siding
Art Wall Siding Bric-craft Siding Art-Bric Siding

BIRD Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced American Ready
Old Reliable Universal Waterdyke Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black Saturated and Coated Super Sheathing Economy
Refrigerator Insulating Coated Kraft Reenforced Kraft Paper Duplex Kraft

BIRD Wall Board

NEPONSET Board American Board
SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated) BIRD Building Board
Rubberlike Flooring BIRD Insulating Blanket
Paroid Built-up Roof BIRD Deadening Felt Asphalt Felt
Floor Dressing Plastic Cement Roof Coating Asphalt Emulsions
Fibercoat Emulsicoat

Flooring Division

BIRD Rugs BIRD Floor Coverings BIRD Tile Flooring BIRD Rug Border
Economy Rugs Economy Floor Coverings Economy Hall Runner BIRD Hall Runner
BIRD Carpet and Rug Cushion BIRD Lining Felt BIRD Saturated Felt
BIRD Duracork Floor Covering BIRD Duracork Hall Runner BIRD Floor Wax
Rubberlike Flooring

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases Wood Frame Fibre Shipping Cases
Textile Board

Carton Division

BIRD Shoe Cartons NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes Flower Pot Covers Earth Bands Plant Boxes

Special Paper Division

Index Pressboard Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes
Cable Insulating Papers Laminated Book Cover Industrial Filter Paper

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{List of Bird Products on Inside Back Cover}